

Collective Bargaining Agreement
BETWEEN
ROTTERDAM MANNING (Jersey) Ltd and
ASSOCIATED EMPLOYING COMPANIES
for and on behalf of CARISBROOKE SHIPPING LIMITED

AND
Nautilus International

THIS AGREEMENT BETWEEN
ROTTERDAM MANNING (Jersey) Ltd and ASSOCIATED EMPLOYING COMPANIES
hereinafter called the "Employer"
And
Nautilus International hereinafter called the
"Union"
SETS OUT PRINCIPLES AND PROCEDURES GOVERNING THE RELATIONSHIP
BETWEEN THE PARTIES

1. Recognition

- a) The Employer recognises the right of the Union to represent and negotiate on behalf of employees constituting the bargaining unit for seafarers serving on board UK & IOM ships.
- b) The Employer confirms the right of the Union as the sole bargaining agent for the workers within the bargaining unit in relation to collective issues affecting officers and ratings covered by this agreement concerning matters including pay, hours and holidays.
- c) The Employer will make it known to all employees within the bargaining unit that it recognises the union as the sole bargaining agency for that group.

2. General Principles

- a) The Employer and the Union have a common objective in using the process of negotiations to achieve results beneficial to the Employer and its Employee.
- b) It is jointly agreed that matters of change or dispute are best resolved through the process of discussions and agreement.
- c) Both parties share a common commitment to work jointly together for the prosperity of both Employer and Employees. They agree jointly to encourage the adoption of employment policies, which are equitable, safe and fair.
- d) The Employer recognises the Union's responsibility to represent the interests of the workers within the bargaining unit.
- e) The Union recognises the Employer's responsibility to plan, organise and manage its operations in order to achieve and maintain maximum efficiency in such operations.

f) The Union recognises the right of the Employer to reward individual crew members with bonus or payments in addition to the minimum herein prescribed according to the person's ability and merits having regard to the employer's resources and ability to pay.

g) In order to achieve the common objectives, both parties agree to:

- 1) Support a business committed to the highest levels of quality, productivity and competitiveness.
- 2) Embrace changes to technology and working practices that will maintain this commitment.
- 3) Make all efforts to avoid industrial action.
- 4) Train and develop workers to ensure they reach their full potential and can use their full range of skills and knowledge.
- 5) Respond quickly and flexibly to changes in the face of competitive pressures.
- 6) Promote and maintain open, direct and two-way communication.
- 7) Support the principal of individual performance review and the obligations of each employee to acquire, apply and pass on skills and knowledge to ensure the safe and effective performance of their duties.
- 8) Support/contribute (50% of union fees for all employees) and encourage employees to join the Union.

3. Representation

a) The parties agree that six Union representatives shall be elected to carry out the duties required under Union rules and to represent employees in accordance with this agreement.

b) The Union full-time officials will undertake to notify the Employer, in writing, of the names of representatives at the earliest opportunity after the elections.

c) Permission to attend will be granted where reasonable notice has been given and only when operationally viable.

d) Reasonable facilities will be afforded to representatives to enable them to carry out their duties within the framework of this agreement.

e) A representative will be paid normal earnings in respect of time spent in carrying out their union duties in association with their employment for the Employer.

4. Union Facilities

a) Meetings between representatives of the Employer and the Unions will normally take place during working hours. Facilities for communication to employees, such as notice boards, photocopying, telephone, etc., will be made available to representatives.

b) Both the Employer and the Union shall have regard to the ACAS code of Practice on Time Off for Trade Union Duties and Activities and shall ensure that there is no unwarranted or unjustified failure to abide by it.

c) The Company will assist, where appropriate, with facilitating the attendance of any NAUTILUS INTERNATIONAL member of the General Meeting of the union and/or such training as is necessary for any of the union's elected representatives, subject to the known exigencies of operational commitments.

5. Consultations

- a) The need for consultations and the exchange of information on an “ad hoc” basis should be an integral part of the way the Employer and the Union conduct relations.
- b) Both the Employer and the Union shall have regard to the ACAS Code of Practice on the Disclosure of Information to Trade Unions for Collective Bargaining Purposes. The Employer will disclose information for the purposes of collective bargaining in accordance with the statutory requirements for the time being in force, but subject to any limitations within the legislation.

6. Duration and Amendment or Termination of Collective Agreement

This Agreement shall be effective from [continuation of the previous agreement]. The Employer and Union agree that any changes to this Agreement will take place by mutual agreement or by giving 6 month’s written notice of the change. The Agreement will continue unless and until terminated by either party giving to the other 6 month’s written notice.

7. Confidentiality

Both parties agree not to discuss or communicate any issue of which negotiation is to take place or is taking place, or any other issue which may be the subject matter of discussion or communication between the parties from time to time, with any third party (including any form of media) other than their own advisors.

8. Consultative Meetings

Annual consultative meetings will take place between the Company and the Union during the month before the annual review date each year, 1st January.

Collective Bargaining Agreement

Between

ROTTERDAM MANNING LIMITED and ASSOCIATED EMPLOYING COMPANIES

for and on behalf of CARISBROOKE SHIPPING LIMITED

and

Nautilus International


Signed on behalf of Employer


Signed on behalf of the Union

Lisa Straughton

Name

Jonathan Havard

Name

HR & Personnel Manager

Job Title

Nautilus Organizer

Job Title

22nd January 2018

Date

25 / 01 / 18

Date

Agreement - Valid from:

31st January 2018 ~ 31st December 2018

1. Application

1.0 The terms Seaman and Seafarer are interchangeable and with the same meaning.

1.1 This Agreement set out the standard terms and conditions applicable to all seafarers serving on any British ship operated by Carisbrooke Shipping Limited (the “Company”) or its subsidiaries.

1.2 This Agreement is deemed to be incorporated into and to contain the terms and conditions of employment of any seafarer to whom this Agreement applies whether or not the Company has entered into an individual Contract of Employment with the seafarer.

1.3 The Special Agreement requires that the Employer will employ the seafarers on the terms and conditions of this Agreement, and to enter into individual contracts of employment with any seafarer to whom this Agreement applies. The Company undertakes that it will comply with all the terms and conditions of this Agreement.

1.4 Each seafarer, in accordance with 1.1 above, shall be covered by the Agreement with effect from the date on which they are engaged, until the date on which they signoff.

2. Equality

2.1 Each seafarer shall be entitled to work, train and live in an environment free from harassment and bullying, whether sexually, racially or otherwise motivated. The Company will regard breaches of this undertaking as a serious act of misconduct on the part of any employee.

2.2 The Company are committed to ensuring that seafaring staff are trained in line with the guidance as issued by the Chamber of Shipping.

3. Pre-Employment

3.1 Each seafarer shall undertake to serve the Company competently and shall undertake that they possess, and will exercise, the skill commensurate with the certificates that they declare to hold.

3.2 The Company requires that any seafarer shall ensure that all his/her Statutory Certificates are valid for the duration of his/her contract (including passport, discharge book, national health certificate, yellow fever and USA visa.)

3.3 The Company shall be entitled to require that any seafarer shall have a satisfactory pre-employment medical examination, at Company expense, by a Company-nominated doctor and that the seafarer answers faithfully any questionnaire on their state of health that may be required. Failure to do so may affect the seafarer’s entitlement to compensation.

4. Probationary Service

4.1 The first tour or minimum of three months' service during the first term of employment with the Company shall be regarded as probationary and both the seafarer and the Company shall be entitled to terminate the employment prior to the expiry of the contract during this period. In such event the cost of repatriation shall be the responsibility of the party who gives notice of termination and compensation for premature termination of employment will not apply. The only exception to this is any cadet who on their first voyage wish to terminate their contract can do so at no cost of repatriation to themselves.

4.2 In the case where no future employment is available, notice will be given within 28 days from completion of the contract.

5. Duration of Employment

5.1 An Officer shall be engaged for 4 (four) months or as otherwise mutually agreed; Filipino Officers Contracts range from between 6 (six) to 11 (eleven) months; and such period may be extended or reduced by 1 month for operational convenience. Contracts cannot be extended to exceed 11 months/as per MLC requirements.

5.2 Ratings shall be engaged for 9 (nine) months to 11 (eleven) months or as otherwise mutually agreed and such period may be extended or reduced by 1 month for operational convenience. Contracts cannot be extended to exceed 11 months.

6. Termination of Employment

6.1 Employment shall be terminated

- a) Upon expiry of the agreed period of service.
- b) When signing off owing to sickness, injury or genuine circumstances.

6.2 The Company may terminate employment of a seafarer

- a) By giving 7 days' notice in writing or payment in lieu of 7 days.
- b) On the misconduct or incompetence of the seafarer in accordance with the Company's Code of Conduct
- c) Upon the loss, or sale or lay-up of the ship (see section 7.5).

6.3 A seafarer may terminate employment

- a) By giving 7 days' notice in writing to the Master or Company.
- b) When, during the course of a voyage, it is confirmed that the next of kin or in the case of a single person a parent, has fallen seriously ill.

7. Joining and Repatriation

7.1 A seafarer travelling to a ship (joining the ship) at the start of the agreed period of service shall have all reasonable travel costs, subsistence and expenses paid for by the Company.

7.2 Repatriation shall take place in such a manner that it takes into account the needs and reasonable requirements for comfort of the Seafarer.

7.3 A seafarer leaving the ship at the end of the agreed period of service, as a result of sickness, injury, on compassionate grounds or other genuine circumstances will be repatriated to his/her home or place of original engagement with all reasonable travel costs, subsistence and expenses paid by the Company.

7.4 A seafarer that has been dismissed in accordance with the Company's Code of Conduct contained in the Safety Management Manual will be repatriated by the Company who may later seek to recover repatriation costs. The seafarer's contract or employment agreement will cease from the time of dismissal.

7.5 During repatriation for normal reasons, the Company shall be liable for the following costs:

- a) Payment of basic wages between the time of discharge and the arrival of the seafarer at their place or original engagement or home;
- b) The cost of maintaining the seafarer ashore until repatriation takes place;
- c) Reasonable personal travel and subsistence costs during the travel period;
- d) Transport of the seafarer's personal effects up to 40kg of weight.

7.6 Seafarer compensation for the ship's loss or foundering shall be paid for the days during which the seafarer remains unemployed at the same rate as the wages payable under the employment agreement, but the total indemnity to any one seafarer is limited to two months' wages.

8. Maternity

8.1 Any seafarer who becomes aware that they are pregnant during their period of employment shall be given absolute authority to make any and all decisions about their own health, and wellbeing within the first 12 weeks of confinement. With the only exception being, provided the safety and welfare of the crew and vessel are not adversely affected.

- a) The seafarer shall advise the Master as soon as the seafarer is satisfied that the pregnancy is confirmed;
- b) The Company will repatriate the seafarer as soon as reasonably practicable but in any case, no later than the 26th week of pregnancy.

9. Wages

9.1 The wages of each seafarer shall be calculated in accordance with this Agreement and as per the attached wages scales (Annex 1).

9.2 Wages will be paid one month in arrears as promptly as practicable, after legal deductions, either into the seafarers' bank account or cash on board, as requested. The only deductions from such wages shall be proper statutory and other deductions as recorded in this Agreement and/or other deductions as authorised. Currency is in Euro and / or US Dollars as agreed and as available.

9.3 Any wages not drawn by the seafarer shall accumulate for their account and may be drawn as a cash advance twice monthly.

9.4 No seafarer employed in the Deck or Engine Departments who is 21 or over and is not a trainee shall be paid less than the equivalent rate of an ordinary seaman.

10. Subsistence Allowance

10.1 When food and/or accommodation is not provided on board, the Company shall be responsible for providing food and/or accommodation of suitable quality.

11. Sick Pay

11.1 When a seafarer is landed at any port because of sickness or injury, payment of their basic wages shall continue to be paid until they have been repatriated at the Company's expense as specified in Section 6 ~ Repatriation.

11.2 Thereafter, the seafarer shall be entitled to sick pay at the rate equivalent to their basic wage while they remain sick up to a maximum of 120 days.

11.3 However, in the event of incapacity due to an accident, the basic wage shall be paid until the injured seafarer has been cured or up to a maximum of 180 days, upon which a medical determination be made.

11.4 Proof of continued entitlement to sick pay shall be by submission of satisfactory medical reports, endorsed where necessary, by a Company appointed doctor. If a doctor appointed by or on behalf of the seafarer disagrees with the assessment, a third doctor may be nominated jointly between the Company and the seafarer and the decision of this doctor shall be final and binding on both parties.

12. Disability

12.1 A seafarer who suffers permanent disability as a result of an accident, whilst in the employment of the Company, regardless of fault, including accidents occurring while travelling to or from the ship and whose ability to work as a seafarer is reduced as a result thereof, shall in addition to sick pay, be entitled to compensation according to the provisions of this Agreement.

12.2 The disability suffered by the seafarer, shall be determined by a doctor appointed by the Company. If a doctor appointed by or on behalf of the seafarer disagrees with the assessment, a third doctor may be nominated jointly between the Company and the decision of this doctor shall be final and binding on both parties.

12.3 A seafarer whose disability, in accordance with 11.2 above is assessed at 50% or more under the Table overleaf (DEGREE OF DISABILITY RATE OF COMPENSATION) shall, for the purpose of this paragraph, be permanently unfit for further sea service in any capacity and be entitled to 100% compensation. Furthermore, any seafarer assessed at less than 50% disability but certified as permanently unfit for further sea service in any capacity by the Company-nominated doctor, shall also be entitled to 100% compensation. Any disagreement as to entitlement under this clause shall be resolved in accordance with the procedures set out and agreed by the employer and the seafarer in conjunction with the seafarer's union, NAUTILUS INTERNATIONAL.

TABLE 1.

**DEGREE OF DISABILITY RATE OF COMPENSATION
RATINGS OFFICERS & RATINGS**

2016

Degree of Disability Rate of Compensation

2016 ~ Degree of Disability Rate of Compensation			
US \$ %	Ratings	Junior Officers	Senior Officers
100	98,848	131,797	164,745
75	74,136	98,848	123,559
60	59,308	79,078	98,848
50	49,424	65,899	82,373
40	39,539	52,719	65,899
30	29,655	39,539	49,424
20	19,770	26,359	32,950
10	9,885	13,180	16,475

2017

Degree of Disability Rate of Compensation

2017 ~ Degree of Disability Rate of Compensation			
US \$ %	Ratings	Junior Officers	Senior Officers
100	102,308	136,410	170,512
75	76,731	102,308	127,884
60	61,384	81,846	102,308
50	51,154	68,206	85,257
40	40,923	54,565	68,206
30	30,693	40,923	51,154
20	20,462	27,282	34,104
10	10,231	13,642	17,052

Note: "Senior Officers" for the purpose of this clause means Master, Chief Officer, Chief Engineer and 1st Engineer.

13. Insurance Cover

13.1 The Company shall conclude appropriate insurance to cover themselves fully against the possible contingencies arising from the Articles of this Agreement.

14. Allotments

14.1 Each seafarer to whom this Agreement applies shall be allowed an allotment note for all or part of their earnings, payable at monthly intervals.

15. Medical Attention

15.1 A seafarer shall be entitled to immediate medical attention when required and to dental treatment of acute pain and emergencies.

15.2 A seafarer who is hospitalised abroad owing to sickness or injury shall be entitled to medical attention (including hospitalisation) at the Company's expense for as long as such attention is required or until the seafarer is repatriated to the port of engagement, whichever is the earlier.

15.3 A seafarer repatriated to their port of engagement, unfit as a result of sickness or injury, shall be entitled to medical attention (including hospitalisation) at the Company's expense:

- a) in the case of sickness, for up to 120 days after initial hospitalisation, subject to the submission of satisfactory medical reports;
- b) in the case of injury, for so long as medical attention is required or until a medical determination is made concerning permanent disability.

15.4 Proof of continued entitlement to medical attention shall be by submission of satisfactory medical report, endorsed, where necessary, by a Company appointed doctor.

16. Loss of Life ~ Death in Service

16.1 If a seafarer dies through any cause whilst in the employment of the Company, or arising from her/his employment with the Company, including death from natural causes or death occurring whilst travelling to and from the vessel, or as a result of marine or similar peril, excluding death due to wilful act, neglect or misbehaviour, the Company shall pay the sums specified in the attached Annex 3 to a nominated beneficiary and to each dependent child up to a maximum of 4 (four) under the age of 18. The Company shall also transport at its own expense the body to the Seafarer's home where practical and at the families' request and pay the cost of burial expenses. If the Seafarer shall leave no nominated beneficiary, the aforementioned sum shall be paid to the person or body empowered by law or otherwise to administer the estate of the Seafarer. For the purpose of this clause a seafarer shall be regarded as "in employment of the company" for so long as the provisions of clauses 11 and 15 of the terms and conditions of the collective Bargaining Agreement concluded between Rotterdam Manning Ltd and Nautilus apply and provided the death is directly attributable to sickness or injury that caused the seafarer's employment to be terminated in accordance with Article 6.1b) of the aforesaid terms and conditions.

17. Hours of Work

17.1 Basic hours of work will be eight hours per day Monday to Friday and four hours on Saturdays.

17.2 Additional hours of work required for duties that include the safety and security of the ship, its crew, cargo, equipment and machinery, cargo operations including preparations for loading and discharging, bunkering, storing, essential maintenance on deck or in the engine room and watch-keeping will be at the requirement and discretion of the Master in accordance with Company and statutory requirements. Hours of rest regulations being strictly observed.

17.3 Leave entitlement is included in the consolidated agreement and is calculated at 2.5 days per calendar month.

18. Holidays

181 UK national holidays will apply both at sea and in port except where duties to the essential safety, navigation or operation of the ship or its cargo are required.

182 The UK national holidays are included pro-rata and as/when applicable within the seafarer's monthly consolidated overtime.

19. War Zones ~ As defined by the International Chamber of Shipping

191 A Warlike Operations Area, shall be determined by the IBF Warlike Operations Areas Committee, in accordance with the Committee's Rules and Procedures. The Company will be advised by Nautilus International in connection with advice as issued on the Chamber of Shipping Web Site www.british-shipping.org/news

192 A seafarer has the right to refuse to embark or proceed on a voyage in a War Zone and will not lose employment or suffer any other detriment.

193 Bonus payments, equal to 100% of the basic wage, will be paid for entering War Zones for the duration of the ship's stay in such an area, subject to a minimum of five days' pay. Similarly, the compensation for disability and death shall be doubled for the same period.

20. Short hand Payments

20.1 When a ship sails with less than the total number of crew required by the Safe Manning document compensation will be paid at the basic rate of the missing rank. The payment shall be divided equally between those seafarers that compensate for the reduction in manning.

21. Loss of Personal Effects

21.1 Crew members are responsible at all times for the safety and security of their personal effects and the Company recommend each crewmember have adequate insurance in place.

21.2 The Company will provide compensation for loss of or damage to personal effects in the event of loss of the ship, fire or other extraordinary catastrophe caused by events beyond the normal control of the ship's crew and the Company.

21.3 Personal computers and other electronic equipment are not covered.

22. Watch-keeping

22.1 Watch-keeping at sea and when deemed necessary in port, shall be organised where possible on a three-watch basis.

22.2. It shall be at the discretion of the Master which seafarers are put into watches and which, if any, on day work.

23. Grievance Procedures

23.1 Grievance should be brought to the attention of the Master who must make every effort to deal with the matter satisfactorily in the shortest time.

23.2 When this has not achieved a satisfactory end or is otherwise inappropriate, the Crew Department of the Company should be contacted for advice and assistance.

23.3 Where, after a reasonable time, the seafarer with the grievance feels the matter has not been satisfactorily dealt with, he/she should seek advice from the Industrial Relations Officer to Carisbrooke Shipping Limited – Nautilus International, 1 & 2 The Shrubberies, George Lane, South Woodford, London E18 1BD. Alternatively you may contact the relevant flag authority as outlined in the Company complaints procedures.

23.4 Ships that are party to this agreement are listed in Annex 2.

24. Encouragement to Join the Union

24.1 The Company recommends crew members serving on ships listed in Annex 2 join the Union.

25. Food, Accommodation, Bedding, Amenities etc...

25.1 The Company shall provide the following for the use of each seafarer whilst they are serving on board;

- a) Sufficient food of good quality and of a type confirming with the seafarer's dietary and/or religious requirements as far as practicable.
- b) Accommodation of adequate size and standard.
- c) One mattress and at least one pillow, three blankets and two sheets (or equivalent duvets and covers), one pillow-case and two towels. The sheets (or duvet covers), pillow-case and towels shall be changed at least once a week.
- d) Necessary cutlery and crockery.
- e) Laundry facilities.
- f) Notwithstanding above, all facilities should be in accordance with ILO Maritime Labour Convention 2006.

25.2 In addition, the Company shall provide the Galley with all items of equipment normally required for cooking purposes. All items of equipment mentioned in subparagraphs (c), (d) and (e) above shall be of good quality.

25.3 The accommodation standards should generally meet those criteria contained the relevant ILO instruments relating to crew accommodation.

26. Personal Protective Equipment

26.1 The Company shall provide the necessary personal protective equipment in accordance with ISM/IMO regulations, or any applicable national regulations which specify any additional equipment, for the use of each seafarer while serving on board.

26.2 The Company will supply the crew with appropriate personal protective equipment for the nature of the job.

26.3 Seafarers should be advised of the dangerous nature and possible hazards of any work to be carried out and instructed of any necessary precautions to be taken as well as of the use of the protective equipment.

26.4 If the necessary safety equipment is not available to operate in compliance with any of the above relations, seafarers should not be permitted or requested to perform the work.

26.5 Seafarers should use and take care of personal protective equipment at their disposal and not misuse any means provided for their own protection or the protection of others. Personal protective equipment remains the property of the Company.

27. Waivers and Assignments

27.1 The Company undertakes not to demand or request any seafarer to enter into any document whereby way of waiver or assignment or otherwise, the seafarer agrees or promises to accept variations to the terms of this Agreement or return to the Company, their servants or agents any wages (including back wages) or other emoluments due or to become due to the seafarer under this Agreement and the Company agrees that any such document already in existence shall be null and void and of no legal effect.

28. Breach of the Agreement

28.1 If the Company breaches the terms of this Agreement NAUTILUS INTERNATIONAL, for itself or acting on behalf of members, and/or any seafarer shall be entitled to take such measures against the Company as may be deemed necessary to obtain redress.

ANNEX 1

ROTTERDAM MANNING (Jersey) Ltd for CARISBROOKE SHIPPING LIMITED and NAUTILUS INTERNATIONAL

PAY SCALES

GENERAL

1. Pay levels consist of basic pay plus additional payment for up to 105 hours overtime per month (whether worked or not) and leave pay (calculated at 2.5 days per month).
2. Basic pay is 50% of the consolidated wage.
3. Wages are calculated per month.
4. Service increments (for Senior Officers) are paid after 30 months sea time and after 60 months sea time with Carisbrooke Shipping.
5. The formula applied to calculate the consolidated wage for a part month worked (i.e. joining / leaving) is:
The Monthly Consolidated Wage X (multiplied by) 12 (twelve) ÷ (divided by) 365 (total days of the year), and the result is multiplied by the number of days worked in the month the/any Seafarer joins or leave.
6. For Seafarers employed with consolidated monthly wages and/or payments/deductions in a different currency than USD \$ the rate of exchange shall be given formally to the seafarer every month (i.e. via payslip).

WAGES SCALES ~ DECK DEPARTMENT			
USD \$ Consolidated Monthly Wage	Monthly Wage – Start	Monthly Wage - after 30 Months	Monthly Wage – More than 60 Months
Rank	USD \$	USD \$	USD \$
Master	5985	6280	6600
Chief Officer	3885	4100	4100
2nd Officer	3150	3150	3150
3rd Officer	2700	2700	2700
Junior Officer / Junior 3 rd Officer	1800	1800	1800
Cook (OS / Cook)	1600	1600	1600
AB	1660	1660	1660
OS	1405	1405	1405
Deck Cadet & Deck Boy	500	500	500

WAGE SCALES ~ ENGINE DEPARTMENT			
USD \$ Consolidated Monthly Wage	Monthly Wage - Start	Monthly Wage - After 30 Months	Monthly Wage - More than 60 Months
Rank	USD \$	USD \$	USD \$
Chief Engineer	4625	4915	5170
2nd Engineer	3885	4100	4100
3 rd Engineer	3150	3150	3150
Junior Engineer / Junior 4 th Engineer / 4 th Engineer	1800	1800	1800
Oiler	1660	1660	1660
Wiper	1405	1405	1405
Engine Cadet & Engine Boy	500	500	500

ANNEX 2

Only UK or IOM flagged vessels shall be included within this agreement other than by specific agreement between the Company and NAUTILUS International. All vessels covered by this agreement will be listed within this Annex:

The ships party to this agreement are:

Greta C
Jacqueline C
Janet C
Johanna C
Julie C
Karen C
Karina C
Karla C
Kate C
Kathy C
Kelly C
Kikki C
Kimberly C
Kitty C
Kristin C
Minka C
Paula C
Steffi C
Tina C
Vectis Eagle
Vectis Falcon
Vectis Harrier
Vectis Isle
Vectis Osprey
Vectis Pride
Vectis Progress
Victoria C
Xiaoyi C

ANNEX 3

Schedule of Cash Benefits

Clause 16

Compensation for Loss of Life:

1st January ~ 31st December 2017

1. To immediate Next of Kin:

Compensation for Loss of Life			
US \$	Ratings	Junior Officers	Senior Officers
US \$	102,308	136,410	170,512

2. To each dependent child under the age of 18 (subject to a maximum of 4 (four)): US 15,000

APPENDIX 3

LIST OF ASSOCIATED EMPLOYING COMPANIES:

- FRISIAN CREW MANAGEMENT GmbH
- ROTTERDAM MANNING (JERSEY) LTD (Also referred to as Rotterdam Manning Limited)
- LYDIA MAR (MANILA) INC.
- LYDIA MAR SHIPPING CO S.A.
- DOLPHIN SHIP MANAGEMENT INC. (Trading as TDG Management, Inc.)
- CARISBROOKE SHIPPING LTD