

PROTOCOL

The 13 January 2016 a negotiation meeting took place the Norwegian Shipowners' Association's office in Raadhusgaten 25 between Norwegian Shipowners Association and the Norwegian Maritime Unions for making amendments to the protocol dated 30 May 2012 regarding high risk area for ships sailing in the territorial waters of Benin and Nigeria.

Present at the meeting:

Norwegian Shipowners' Association:	Pål Tangen and Kristine Godal Mohr
Norwegian Maritime Officers' Association:	Bernhard Lie-Nielsen
Norwegian Union of Marine Engineers:	Represented by NMOA and NSU
Norwegian Seafarers' Union:	Geir Hagerupsen

The parties agreed to exclude the defined MEZ, SAA and STS zones outside port of Lagos (see enclosed map) from the high risk zone agreed as the territorial waters of Benin and Nigeria. These are from 15 January 2016, 24:00 Norwegian time considered as Extended Risk Zones. All other zones and provisions are prolonged from the previous protocol.

Regulation as follows:

1. The parties agreed to establish a high risk zone for the territorial waters of Benin and Nigeria, not exceeding 12 nautical miles measured from the baseline. The zone includes also ports, terminals and roads anchorages, the delta of the Niger River, other inland waterways and port facilities, except only when the vessel is attached securely to a berth or SBM facility in a guarded port area. MEZ, SAA and STS are excluded from this High Risk Area and are considered Extended Risk Zones.
2. The seafarers will be entitled to a high risk bonus equal to one (1) day basic wage, (for seafarers with fixed wages under NOR-agreements, the basic wage is calculated as wage for 44 h/week) inclusive seniority bonus, for each day the ship is in the above defined area. The bonus is not to be included in the basis for calculation of leave pay or any other allowances according to law or collective agreements based on basic wage. The bonus does not apply for periods when the ship is under military surveillance.
3. All companies operating vessels in the defined area should have sufficient security arrangements to safeguard their personnel, given the nature of the risk, and should provide adequate protection such as Best Management Practice (BMP 4 for GoA)
4. Prior to approaching the defined area the employer shall secure that they continuously follows the instructions, advices and guidelines that are given by the authorities, the Ministry of foreign affairs and the NSA's emergency group.
5. Shore leave should be prohibited unless exceptional circumstances or emergencies may demand otherwise.

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6. Normal crew changes should not be effected in Benin and Nigeria unless absolutely essential.
7. The employer shall try to accommodate seafarers that have objections to serve in this particular area. A seafarer that does not want to serve in this area shall if possible be offered other kind of service within the company in accordance with existing rules and regulations. The seafarer that serves in this area shall be sufficiently informed about the factual conditions before departure and continuously during the service.
8. Special regulations for MEZ, SAA and STS zones outside port of Lagos

Seafarers on board a vessel in this area will be entitled to a high risk bonus equal to one (1) day basic wage, inclusive seniority bonus, if the vessel is attacked.

As evidence that the employee is entitled to risks bonus the following must be submitted; a transcript from the ship's log book showing that the attack on the ship is listed in the log book and proof that the ship's captain has reported the attack to a recognized authority such as Maritime Trade Information Sharing Centre (MTISC).
9. Seafarers on vessels that are attacked in the above mentioned zones, and dies or are injured as a direct result of such an attack, will be included in the special compensation arrangements in the collective agreements for seafarers on NOR, Nordic NIS (protocol dated 29 of September 2009) and the international agreements (included in the NIS and Model Agreements).
10. This Protocol can be terminated by each of the parties with immediate effect. The parties have agreed to meet again on a short notice if the situation should change.
11. This Protocol covers all the NOR and Nordic NIS agreements between the parties and the collective agreements for non Norwegian seafarers serving on NIS and foreign ships (NIS and Model agreements).
12. This protocol replaces the protocol dated 30 May 2012 which are entered between the same parties.

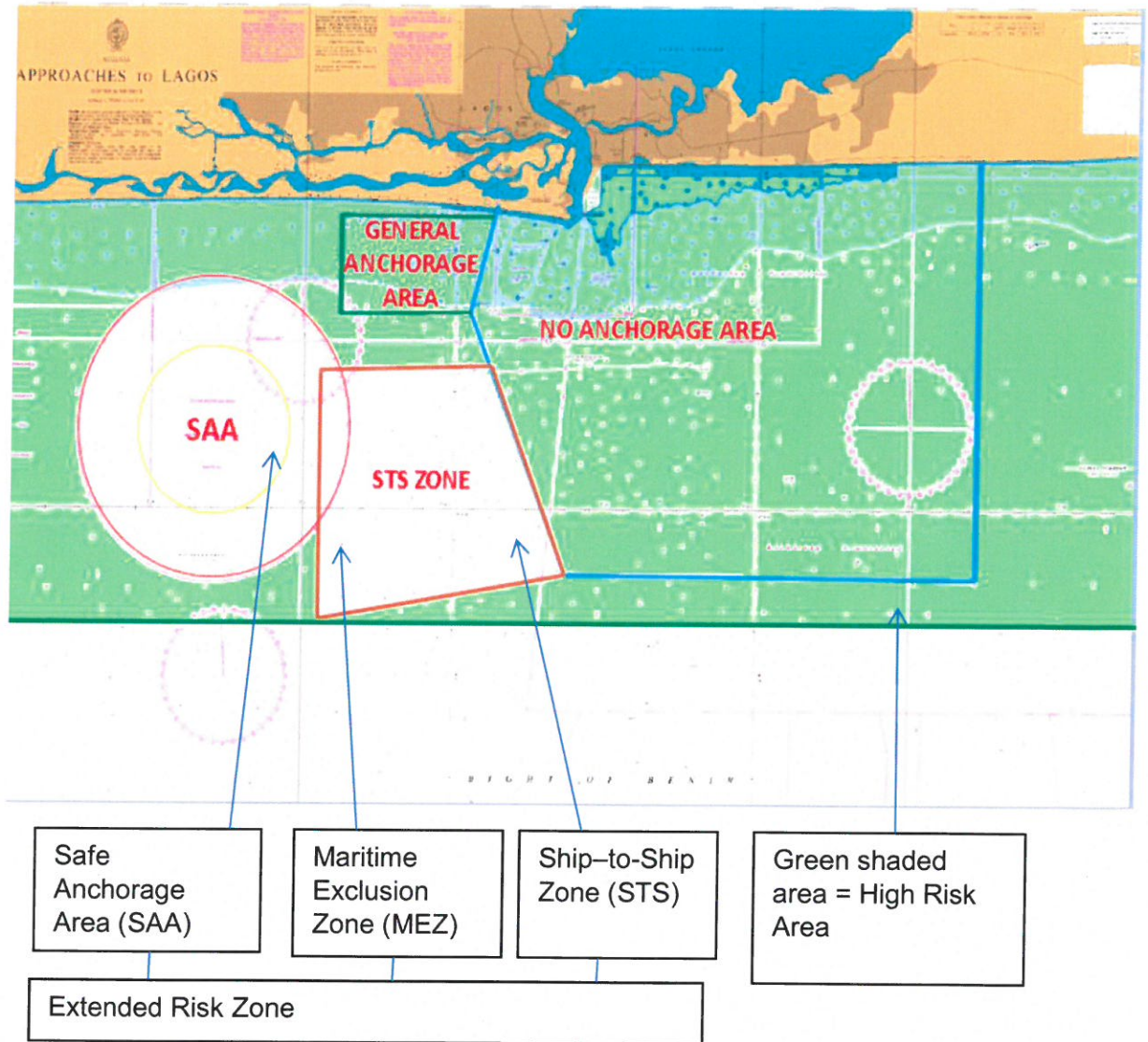
Oslo 13th January 2016


Norwegian Shipowners' Association


Norwegian Union of Marine Engineers


Norwegian Maritime Officers' Association


Norwegian Seafarers' Union



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