

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 20 August 2014 regarding the agreement of risk bonus in the Gulf of Aden.

Present at the meeting were:

NSA represented by:	Pål Tangen and Kristien Godal Mohr
NMOA represented by:	Bernhard Lie-Nielsen
NUME represented by:	Represented by NMOA and NSU
NSU represented by:	Geir Hagerupsen

Based on the significant decline in the number of hijacking attempts in the area and the latest development regarding definition of risk zones in the Gulf of Aden by major stakeholders within the international maritime industries, the parties have revised the areas designated as Extended Risk Zone. All other zones and provisions are prolonged from the previous protocol.

The following will apply with effect from 15 of January 2016, 24:00 Norwegian time:

1. High Risk Area

The seafarers will be entitled to a high risk bonus equal to one (1) day basic wage, inclusive seniority bonus, for each day the ship is

I. ...in the Gulf of Aden defined by following lines:

- a. West: from the coastline at the boarder of Djibouti and Somalia to 11:48 N, 45:00 E; from 12:00 N, 45:00 E to the Mayyun Island in the Bab El Mandeb Straits.
- b. East: from Rhiy di-Irisal on Suqutra Island to 14:18 N, 53:00 E; from 14:30 N, 53:00 E to the coastline at the border between Yemen and Oman.

II. ...sailing in an area defined as 400 nautical miles from the eastern coastline off Somalia bounded between Suqatra Island in the north to the border between Kenya and Somalia in the south.

- III. This will not apply for sailing in the Gulf of Aden in the Internationally Recognized Transit Corridor (IRTC). This should be based on the valid definition of IRTC at the given time.

Note

A ship may deviate from the defined IRTC corridors to avoid collision without the crew being entitled to risk bonus, provided that the ship returns to the corridor as soon as it is safe and navigation is feasible.

2. **Extended Risk Zone**

An extended risk zone for the Arab/Indian Ocean is established with special regulations specified in section III:

I. Demarcation:

- a) In the West the boundary is set as defined in section 1, article I a) above.
In the East the boundary is set at 65:00 E.
- b) In the South the boundary is set at 5:00 S.
- c) In the North the boundary is set on 22:00 N in the Gulf of Oman and 20:00 in the Red Sea.

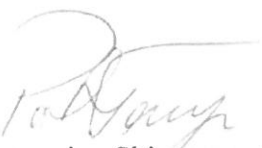
- II. Sailing in the Gulf of Aden in the IRTC (IR Transit Corridor) is regulated as extended risk zone. This should be based on the valid definition of IRTC at the given time.

III. Regulation

- A. Seafarers onboard 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.
- B. Seafarers on vessels that are attacked in the above mentioned zone, 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).
- C. 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 international authority such as the EU / NATO MTO.

3. On vessels sailing in these areas there shall be implemented special security measures in accordance with the last issued BMP (currently no.4) in relation to vessel category, the size of the ship, height of the freeboard and vessel speed.
4. This agreement does not apply for periods when the ship is in waiting for escort service under military surveillance, is in port (Somali ports except), is laid up or is trading in safe territorial waters.
5. The bonus shall not be included in the basis of calculation for holidays. The bonus does not include any other payments which according to law or collective agreements are based on basic wage.
6. The agreement covers NOR and Nordic NIS agreements between the Parties. The agreement also covers the agreements for NIS ships and Model Agreements for foreign flagged vessels for non-Norwegian seafarers.
7. This protocol replaces the protocol dated 20 of August 2014 which are entered between the same parties.
8. This Agreement may by either party be terminated with immediate effect. The parties have agreed to meet again on short notice if the situation should change.
9. The attached maps shows the zones as presented in article 1 and 2 above.

Oslo 13 January 2016


Norwegian Shipowners' Association


Norwegian Union of Marine Engineers


Norwegian Maritime Officers' Association

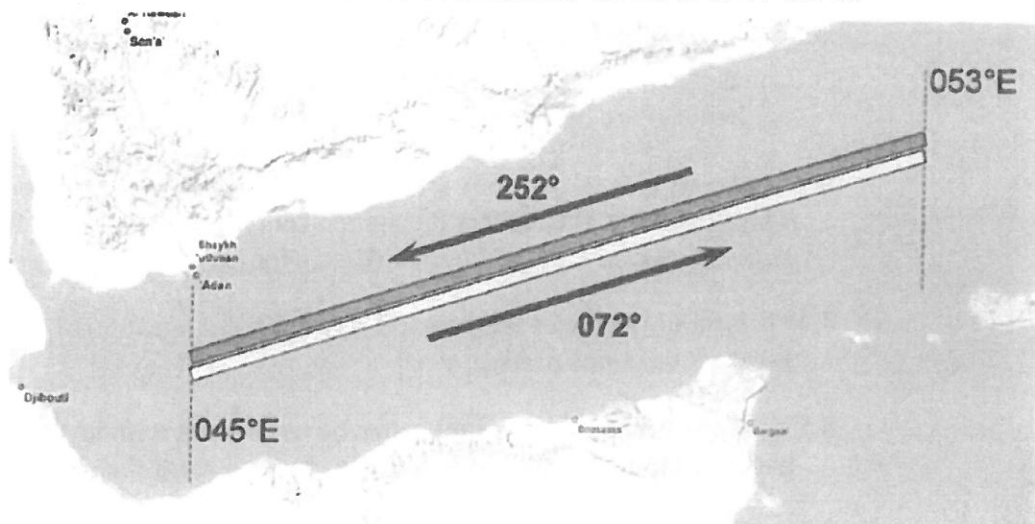

Norwegian Seafarers' Union

IR Transit Corridor



The corridor starts at 45°E between 11°53'N & 11°48'N and ends at 53°E between 14°23'N & 14°18'N.

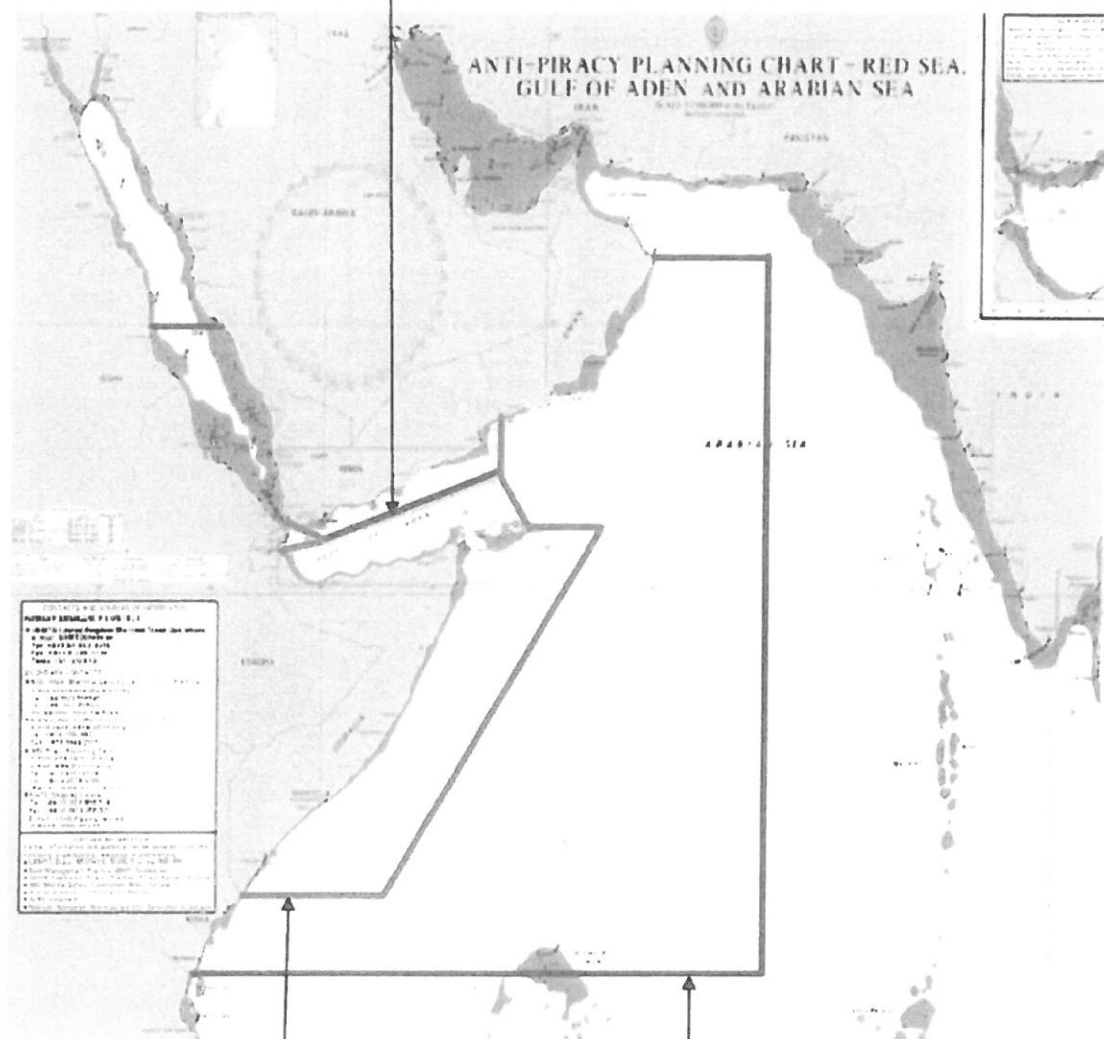
The West bound corridor starts at 53°E between 14°30'N & 14°25'N and ends at 45°E between 12°00'N & 11°55'N.



All illustrations & distances are approximate

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B
B

Internationally Recognized Transit Corridor
(IRTC) – see chart below for details



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BLH