

## PROTOCOL

The 27<sup>th</sup> January 2023 a meeting took place at the Norwegian Shipowners' Association's office in Raadhusgaten 25 in Oslo between Norwegian Shipowners Association and the Norwegian Maritime Unions for making amendments to the protocol dated 20 December 2020 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 Hege Ajer Petterson
Norwegian Maritime Officers' Association:	Bernhard Lie-Nielsen
Norwegian Union of Marine Engineers:	Haakon Eidset
Norwegian Seafarers' Union:	Line Heimstad

Based on the improvement of safety and lower risk in the area, and the latest development regarding definition of risk zones by major stakeholders within the international maritime industries, the parties have revised the areas of Extended Risk Zone and High Risk Areas in Gulf of Guinea.

The amendments are in force from 27 January, at 24:00 Norwegian time.

Regulations as follows:

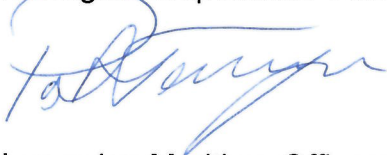
1. The prior High-risk zone for the territorial waters of Benin and Nigeria, not exceeding 12 nautical miles measured from the baseline is TERMINATED.
2. An Extended Risk Zone is in force in the Gulf of Guinea east of a line from the Liberia/Ivory Coast border through 00°N 005°E and further south to the Angola/Namibia border. This Zone includes also territorial waters, ports/ terminals and other inland waterways in Nigeria and Benin.
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 West Africa) as a minimum of protection.
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.
6. 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.
7. Normal crew changes should not be conducted in Benin and Nigeria unless it is essential to do so, and the company is providing the seafarer adequate protection.
  8. Special regulations for Extended Risk Zone
    - 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 12 February 2019) and the international agreements (included in the NIS and Model Agreements).
    - C. The proof of these entitlements shall be subject to a confirmed entry into the ship's logbook and a report of attack being lodged with recognized international reporting authorities, such as MDAT-GoG.
    - D. For the purpose of this article an attack means any unauthorized and obvious action taken by a third party in a willful attempt to board or damage the vessel or to harm the crew which leads to the activation of the relevant vessel contingency plans including the alerting of the whole crew.
  9. 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).
  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 replaces the protocol dated 20 December 2020 which are entered between the same parties.

Oslo 27 January 2023

Norwegian Shipowners' Association



Norwegian Maritime Officers' Association



Norwegian Union of Marine Engineers



Norwegian Seafarers' Union

