

Protocol

The 11 May 2012 a negotiation meeting took place the Norwegian Shipowners' Association's office in Raadhusgaten 25 between Norwegian Shipowners Association and the Norwegian Unions regarding establishment of a high risk area for ships sailing in the territorial waters of Benin and Nigeria.

Present at the meeting:

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| Norwegian Shipowners' Association: | Jørgen Vatne, Pål Tangen and Edith Midelfart |
| Norwegian Maritime Officers' Association: | Bernhard Lie-Nielsen |
| Norwegian Union of Marine Engineers: | Hege Merethe Bengtsson |
| Norwegian Seafarers' Union: | Line Heimstad and Geir Hagerupsen |

With effect from 6 June 2012, 24:00 hrs. Norwegian time, 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.

Regulations as follows:

1. 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.
2. 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)
3. 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.
4. Shore leave should be prohibited unless exceptional circumstances or emergencies may demand otherwise.
5. Normal crew changes should not be effected in Benin and Nigeria unless absolutely essential.

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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. Seafarer serving on ships in the defined area, and who dies or are injured, will be covered by the particular compensation arrangements that are provided by the collective agreements established for NOR, Nordic NIS and the collective agreements for non Norwegian seafarers serving on NIS and foreign ships (NIS and Model agreements)
8. 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.

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)

Oslo 30th May 2012



Norwegian Shipowners' Association



Norwegian Union of Marine Engineers



Norwegian Maritime Officers' Association



Norwegian Seafarers' Union