

Policy 01 - No Fees to Seafarers

1. POLICY STATEMENT

Surge Crew is committed to fair, transparent, and ethical recruitment practices within the superyacht industry.

Surge Crew does not charge any recruitment or placement fees to seafarers either directly or indirectly, in whole or in part, in accordance with the Maritime Labour Convention, 2006.

Surge Crew does not operate any form of blacklisting or restriction that would prevent seafarers from gaining employment.

2. SCOPE

This policy applies to:

- All seafarers registered with Surge Crew
- All recruitment, sourcing, and placement activities undertaken by Surge Crew
- All yacht roles, whether temporary or permanent

This policy applies regardless of: Vessel flag, Yacht size, Contract length, Seafarer nationality

3. FEES AND COSTS

Surge Crew does not charge seafarers, directly or indirectly, for any of the following:

- Registration with Surge Crew
- Access to job opportunities
- Recruitment or placement services
- Introduction to yachts, captains, or management companies

Seafarers are not required to make any payment to Surge Crew as a condition of being considered for, or offered, employment.

4. PERMITTED COSTS

The prohibition on recruitment and placement fees does not prevent a seafarer from bearing the cost of obtaining the following, where permitted by applicable law:

- National statutory medical certificate
- National seafarer's book
- Passport or similar personal travel document

Visa costs must be borne by the shipowner. Surge Crew will not require a seafarer to purchase training, certification, travel or other services as a condition of recruitment or placement.



Nothing in this section overrides any obligation on a shipowner or employer to pay these costs under applicable law, a Seafarer Employment Agreement or a collective bargaining agreement.

Surge Crew does not receive any commission, referral fee or financial benefit from any third-party service purchased by a seafarer in connection with recruitment or placement.

5. BUSINESS MODEL

Surge Crew operates on a business-to-business basis.

Any recruitment or placement fees are charged only to yachts, owners, or their representatives, and never to seafarers.

6. REPORTING CONCERNS

Any seafarer who believes they have been charged a fee in connection with Surge Crew's recruitment activities is encouraged to contact us immediately.

All concerns will be investigated promptly and handled in line with our Complaints & Dispute Resolution Procedure.

7. REVIEW OF THIS POLICY

This policy is reviewed periodically to ensure continued compliance with applicable legislation and industry standards.