

# CREW DEVELOPMENT & WELLNESS CAMPAIGN

## Overview

### 1 CAMPAIGN MESSAGE

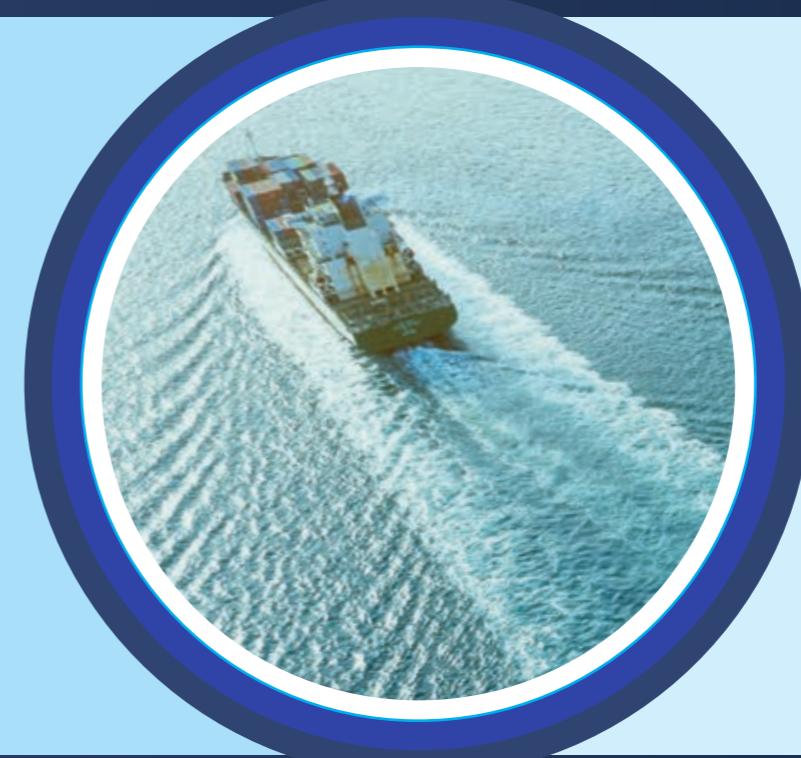
### 2 THE COMPLIANCE PART

- 03 Awareness & Education
- 05 Regulatory compliance
- 07 Overtime work
- 09 Reporting consistency

### 3 THE WELLBEING & DEVELOPMENT PART

- 11 Mental health support
- 13 Seafarers' development
- 13 Seafarers' support
- 17 Family culture
- 19 Evaluation & rating

### 4 THE ROADMAP



Awareness  
& Education

Regulatory  
compliance

Overtime  
work

Reporting  
consistency

Mental health  
support

Seafarers'  
development

Seafarers'  
support

Family  
culture

Evaluation  
& rating

# CAMPAIGN MESSAGE



- ✓ Our Company is committed for the welfare and wellbeing of our Crew.
- ✓ We act based on this commitment, and we provide transparent and firm guidelines for our seafarers

- ✓ Complies with company's Labor Practices Policy and Human Rights Policy
- ✓ Danaos policies that cover MLC requirements, are re-enforced with technological supportive tools
- ✓ Seafarers' awareness and deep understanding, are key operational actions

- ✓ Danaos upgrades supportive systems to elevate seafarers' wellbeing on-board to a higher level

# AWAWARENESS & EDUCATION

## What

Risk Analysis due to mental or physical fatigue onboard

Sharing of analysis results with seafarers, referred to:

Fatigue risks and resting importance

Wellbeing and resources management onboard



## Tools

Risk Analysis tool (matrix)

Online training platform & workshops

# AWARENESS & EDUCATION

## Actions

### DPA

Risk assessment of fatigue impact onboard

### SQE

Education onboard during ISM audits and SIs

### Crew

Seafarers awareness & training at manning offices

### HR&TR

Customized brochures, posters, and digital content, highlighting best practices and risk analysis results, on company vessels

Customized training sessions & workshops onboard, through online training platform



# REGULATORY COMPLIANCE

## What

Adherence to Maritime Labor Convention (MLC),  
2006

Ensure compliance with MLC, 2006 standards  
which mandate:

A minimum  
of 10 hours  
of rest  
in any  
24-hour period

At least 77  
hours of  
rest in  
any 7-day period

Max  
72 working  
hours in  
any 7-day period

Accommodation  
spaces  
inspection  
& follow-up



## Tools

Resting hours  
DMC routine  
onboard

Resting  
& working  
hours WAVES  
control routine

Reporting of  
regular checks  
and follow-up of  
defects through  
new WAVES  
control routine

# REGULATORY COMPLIANCE

## Actions

### DPA

Newcomers' awareness on MLC Resting & Working hours  
Danaos Policy

Zero MLC violation tolerance company policy

### SQE

Continuous monitoring of incompliance  
ashore, using advanced technology

Verification and education, during ISM audits onboard

### Crew

Incorporation of new web DMC app onboard in Q1 2025

WAVES supportive routine onboard, to facilitate  
Master's control

### HR&TR

Enhanced training at manning offices

Case studies leaflet, in presentable  
format (MLC part)



# OVERTIME WORK

## What

Clear policy on how overtime is to be assigned, tracked, and compensated. Zero tolerance of company's exposure

Overtime hours should not exceed a cumulative total of 103 hours per month unless under exceptional circumstances and company's approval

Overtime in excess of 103 hours will be compensated in accordance with IBF (CBA) rates



## Tools

Resting hours  
DMC routine  
onboard

MGA  
DMC app

Resting & working  
hours WAVES  
control routine

# OVERTIME WORK

## Actions

### DPA

Overall process control

### SQE

Verification and education, during ISM audits onboard

### Crew

Continuous monitoring and update of all necessary documents such as contracts, payslips, MGA accounts

Overtime work follow up through WAVES routine ashore

### HR&TR

Enhanced training at manning offices

Case studies leaflet, in presentable format (Overtime work part)



# REPORTING CONSISTENCY

## What

Harmonization of relative entries and auto-control of reporting process, to avoid incompliance and wrong entries

## Tools



Logbooks entry

ISM  
administrator,  
drills entry

Resting and  
working hours  
entry

Pay-slips

MGA

Resting hours DMC  
routine onboard &  
MGA DMC app

Resting &  
working  
hours WAVES  
control routine

Logbooks

# REPORTING CONSISTENCY

## Actions

**DPA** Digital-log project, with the assistance of RnD (first semester 2025)

### SQE

Continuous monitoring of incompliance ashore, using advanced technology

Verification and education, during ISM audits onboard

### Crew

Continuous monitoring and update of all necessary documents such as contracts, payslips, MGA accounts

### HR&TR

Enhanced training at manning offices at pre-joining phase



# MENTAL HEALTH SUPPORT

## What

24/7 mental  
health  
support line  
for  
seafarers  
onboard

Help line will be  
available  
in all  
seafarers'  
language

Help line's  
function  
will be clearly  
explained  
to seafarers



## Tools

3rd party  
assistance  
tools & sat  
com onboard

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# MENTAL HEALTH SUPPORT

## Actions

**DPA** Control of workability & validity of Help Line

**SQE** DSMS updated procedures

**Crew** Help lines to be available to manning offices too

Enhanced training at manning offices

**HR&TR** Training to masters and ch.engs on recognition of mental health problems

Training to all seafarers on mental health awareness



# SEAFARERS' DEVELOPMENT

## What

Further  
training of  
company  
trainers

Help line will be  
available  
in all  
seafarers'  
language

Incorporation  
of Rightship  
training  
requirements

Help line's  
function  
will be  
clearly  
explained  
to seafarers

Help line's  
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## Tools

Online  
training  
platform



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# SEAFARERS' DEVELOPMENT

## Actions

**DPA** DSMS updated procedures

**Crew** Crew and HR&TR guided, online engagement sessions

**HR&TR** Training needs identification program

Structured training plan



# SEAFARERS' SUPPORT

## What

Video conference availability for direct assistance on crisis or significant incidents

Communication channel through an updated process with local offices

Human rights respect, non-discrimination and equal opportunities

Complaints and grievances management

## Tools

Starlink (where available)



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# SEAFARERS' SUPPORT

## Actions

**Tech** Hephaestus function

**SQE** Discussion on human rights and education, during ISM audits onboard

**Crew** Updated intranet communication process

Continuous training of Danaos HQ attendees onboard on  
multicultural and human right issues

**HR&TR** Complaints and grievance feedback collection process

Crew Engagement Workshops



# FAMILY CULTURE

## What

Family culture cultivation through  
a number of steps:

Engagement  
with seafarers  
(online, parties,  
proper contact  
onboard)

Clear contract  
assignments,  
consistency with  
disembarkations.  
Straight and fair  
contact

Social care

Clear  
messaging  
and  
awareness of  
company's  
intentions

Friendly  
behavior  
onboard

## Tools

Remote  
engagement  
tools

WAVES  
crew pool  
controller and  
crew movement



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# FAMILY CULTURE

## Actions

### Crew

Crew & HR&TR, remote engagement with seafarers on periodical basis

Specific assignments and on-time disembarkations

### HR&TR

 Manning offices social care program

### Procurement

Crews and Company vessels supplied with quality overalls and PPE

Stocks of overalls, safety shoes and linen have been created aboard each vessel

### SQE

Crew Welfare budget vested on monthly basis for expenses that improve our crew's well-being



# EVALUATION & RATING

## What

Periodical evaluation & rating of Crew Development & Wellness campaign QLIK reporting. It refers to the following:

KPIs and metrics

Intranet  
procedures

Seafarers  
satisfaction  
surveys

Health  
metrics  
related to  
fatigue and  
stress

Friendly  
behavior  
onboard

## Tools

Remote  
engagement  
tools

WAVES  
crew pool  
controller and  
crew movement

Crew Survey



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# EVALUATION & RATING

## Actions

**DPA** Crew complaints and process

**SQE** Collection and categorization of health incidents onboard; statistics production

**Crew** Policy violations recording, as far as concerns delayed actions and suitabilities

Seafarers' satisfaction survey

**HR&TR**

Intranet procedures

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# THE ROADMAP



# COMPANY

## Contacts

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