



IWAY STANDARD OCEAN TRANSPORT SECTION

Additional requirements to the General Section that are specific to ocean transport.

The ocean transport service providers comply with the requirements in the *Maritime Labour Convention (as amended)* and other applicable maritime conventions as a minimum. The requirements in this section may go beyond the minimum requirements set by the *Maritime Labour Convention (as amended)* by promoting decent work of seafarers.



4 *Fundamental labour rights are respected*

EQUALITY, DIVERSITY AND INCLUSION

BASIC

OT 4.1 Pre-conditions are in place for women *seafarers* to work on the vessels in a safe and secure manner.

5 *Workers have time off work, are paid responsibly and have opportunities to develop competence*

WORKING HOURS AND TIME OFF WORK

MUST

OT 5.1 Period of service of *seafarers* on board does not exceed continuous 11 months.

BASIC

OT 5.2 Opportunities for permanent contracts for *seafarers* with subsequent shorter period of service on board are identified, evaluated, and implemented.

OT 5.3 *Seafarers* are provided with shore leave and informed about onshore facilities and port regulations.

OT 5.4 The *crewing strategy* is regularly monitored and evaluated for its impact on *seafarers' wellbeing*.

OT 5.5 The *crewing level* is set based on a realistic assessment of tasks which ensures the *seafarers' health and wellbeing*.

OT 5.6 Vessels do not operate short-handed and manage the work in peak times and unexpected emergencies without impacting *wellbeing* of the *seafarers*.

OT 5.7 *Seafarers* are given compensatory rest, when the working terms and conditions including rest hours are not maintained during cases of emergencies.

6 Workers' health and safety are protected

SEAFARERS' WELLBEING

MUST

OT 6.1 There are no cases of *seafarer's abandonment*.

BASIC

OT 6.2 A *physical wellbeing plan* and *mental wellbeing plan* is effectively implemented for all *seafarers* with support from a *competent person*.

OT 6.3 *Seafarers* are provided with mental health support and free and confidential counselling.

OT 6.4 *Seafarers* are provided with recreational facilities including free internet access on the vessel.

OT 6.5 *Seafarers* are provided with *healthy and nutritious food*, according to their dietary requirements and preferences, while considering medical conditions and cultural practices of crew on the vessel.

ADVANCED

OT 6.6 *Vessel management* is trained on handling *mental wellbeing* for the crew.

8 The planet is protected

AIR POLLUTION AND CLIMATE



OT 8.1 Vessels used for IKEA goods are powered by *alternative fuels*.

Glossary

Alternative fuels	Non-conventional fuels which include renewable and <i>zero emission fuels</i> and exclude fossil-based and nuclear fuels.	Fundamental labour rights	For the purpose of IWAY, <i>fundamental labour rights</i> include freedom from <i>forced and bonded labour</i> , <i>non-discrimination</i> , freedom of association and the right to <i>collective bargaining</i> .
Collective bargaining	Negotiations between the employer and <i>worker</i> representatives, freely and independently chosen by <i>workers</i> .	Healthy and nutritious food	Meals which are a balance of proteins, carbohydrates, fat and fibre, vitamins and minerals which are sufficient to fulfil the nutritional needs of the seafarers to perform physical work during long periods of time.
Competent person	A competent person is someone who has sufficient training and experience or knowledge and other qualities that allow them to perform the task properly.	Maritime Labour Convention as amended	The Maritime Labour Convention, 2006 or MLC, 2006 is an international labour convention adopted by the International Labour Organization (ILO).
Crewing levels	Number of crew members required to operate the vessel for different operations.	Mental wellbeing plan	Plan to assess the <i>seafarers</i> for 5 criteria - physical, emotional, intellectual, spiritual, and social aspects - and has the capacity to create programmes, activities and/or obtain resources to help improve each area of <i>wellbeing</i> .
Crewing strategy	A plan to ensure that the vessel has the necessary crew members to operate safely and efficiently and to support the <i>wellbeing</i> of the <i>seafarers</i> .	Physical wellbeing plan	Plan includes accommodation spaces that are decent, safe (free from evident dangers), clean (free from unpleasant smells, grease, dust, pests, or dirt), ventilated, and have acceptable noise levels and appropriate heating, lighting, and sanitation.
Discrimination	<p><i>Discrimination</i> occurs when a person is treated less favourably than another in a comparable situation on grounds that are not related to their capability to do the job.</p> <p>Grounds for <i>discrimination</i> include: age, gender identity, sexual orientation, mental or physical disability, ethnicity, nationality, religion, marital or family status or any other dimension of a person's identity that bears no relation to their capability to perform the job.</p>	Seafarer	A worker who is employed or engaged or works in any capacity onboard a ship.
Forced, bonded or prison labour	<p><i>Forced labour</i> is any work or service that is performed by any person under the menace or threat of a penalty, and which the person has not entered into of his or her own free will. This includes the confiscation of personal belongings, the inability to terminate employment at any time and the inability to leave work premises.</p> <p><i>Bonded labour</i> is a form of <i>forced labour</i> in which workers are bound to their job through debt bondage, as a result of being charged, directly or indirectly, recruitment fees or costs, paying deposits, receiving loans or wage advances or having payments delayed.</p> <p><i>Prison labour</i> is work conducted by prisoners.</p>	Seafarer's abandonment	<p>A seafarer is deemed to have been abandoned where there is a violation of the requirements of the MLC or the terms of the seafarers' employment agreement or the shipowner:</p> <p>a) fails to cover the cost of the seafarer's repatriation. b) has left the seafarer without the necessary maintenance and support; or c) has otherwise unilaterally severed their ties with the seafarer, including failure to pay contractual wages for a period of at least two months.</p> <p>The terms in this definition should be interpreted according to the MLC or applicable legislation.</p>

<i>Vessel management</i>	Management responsible and accountable for the operations, legal compliance and functioning of the vessel during the entire transportation duration.
<i>Wellbeing</i>	<i>Wellbeing</i> is understood as a good state of being, including physical, emotional, intellectual, spiritual, and social aspects.
<i>Workers</i>	A person performing work full-time or part-time. This includes piece rate <i>workers</i> , vocational trainees and <i>workers</i> undergoing a probationary period, as well as sub-contractor <i>workers</i> .
<i>Zero emission fuels</i>	<p>Fuels with no direct emissions of air pollutants when used as an energy source (called scope 1 emissions, according to the Greenhouse Gas Protocol). Emissions of air pollutants from fuel production (called scope 2 and scope 3 emissions, according to the Greenhouse Gas Protocol) are not included in the classification of a fuel as zero emission.</p> <p><i>Zero emission fuels</i> include electricity and hydrogen (e.g., in batteries and fuel cells) and exclude biofuels (e.g., biogas and biodiesel).</p>