

- i. **Pledge:** To ensure that candidates are equally offered opportunities to the positions available through this agency.
- ii. **Pledge:** To offer candidates help and advice regarding the presentation of their CV, career advancement, interview techniques and personal presentation, advice for future training and any other assistance I can reasonably give.
- iii. **Pledge:** Not to use any blacklists, means or mechanisms intended to prevent or deter seafarers from gaining employment for which they are qualified.
- iv. **Pledge:** To interview each candidate who registers with this agency, regardless of their gender, nationality, age (within legal limits – see Pledge 11) or experience with the same care and attention.
- v. **Pledge:** To ensure that all certificates pertaining to deck and engineering qualifications have been verified with the relevant authorities, and that copies are held on the crew database.
- vi. **Pledge:** To follow up on information supplied by the candidate for references purposes and to ensure that this information remains confidential.
- vii. **Pledge:** To carry out reference checks before sending candidate CV's for selection by the client.
- viii. **Pledge:** To make sure that each candidate holds a valid medical certificate, acceptable under MLC 2006 legislation.
- ix. **Pledge:** That no fees or charges will be made to the candidate in exchange for providing a crew introduction service, as stated in the MLC 2006 convention, A.1.4.5.b
- x. **Pledge:** To reply to each clients' request for suitable crew candidate CV's rapidly and attentively, always respecting Pledge nos. v, vi, vii.
- xi. **Pledge:** To provide CV's of candidates who fit the requirements of the client. The eventual choice of candidate will be down to the hiring party.
- xii. **Pledge:** To not (knowingly) put forward a candidate's CV for selection under the age of 18 years.
- xiii. **Pledge:** To make sure that candidates are informed of their rights and responsibilities before joining a yacht.
- xiv. **Pledge:** To be available by email and telephone 24/7 for placed candidates and their families.
- xv. **Pledge:** To provide links on my website to training establishment and other useful information to help candidates and crew for their future careers.
- xvi. **Pledge:** To provide a link on my website to the full Maritime Labour Convention 2006 code for consultation at all times.
- xvii. **Pledge:** To inform crew candidates of the possible problems of signing on to a vessel flying a Flag off State which has not ratified the Maritime Labour Convention 2006.