

ANNUAL REPORT

YEAR TWO | 2015-2016

'Raising the Bar'



HUMAN RIGHTS AT SEA

“Human Rights at Sea is a powerful advocate for the rights of seafarers. Working in partnership with charities like the Apostleship of the Sea, the global reach of the Charity has enabled a spotlight to be shone on human rights abuses at sea and remedial action to be taken.”

Martin Foley, National Director, Apostleship of the Sea

FOREWORD

This is the Second Public Annual report for the independent maritime human rights Charity ‘Human Rights at Sea’. It covers the period 14 May 2015 – 31 May 2016 for the financial reporting period. The report is additional to the Annual Trustee’s Report submitted to the UK Charity Commission and it expands upon the activities and delivery of the Charity during the reporting period.

Human Rights at Sea is a Charitable Incorporated Organisation (CIO) and registered Charity in England and Wales Number 1161673. The organisation has been independently developed for the benefit of the international community for matters concerning explicit engagement with human rights issues in the maritime environment.

David Hammond

CEO and Founder / 31 August 2016

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MESSAGE FROM THE CEO

YEAR TWO: 'RAISING THE BAR'



Year Two has undoubtedly been a very busy developmental year for the organisation as evidenced by the following public report. We became a registered charity in England and Wales on 21 May 2015, received our first major financial start-up injection from Seafarers UK, and became a signatory and member of the UN Global Compact working towards the UN Sustainable Development Goals. An office move from London to the UK South Coast in January 2016 also added to our logistical and organisational challenges.

During the current reporting period our work has variously involved discreet, but effective lobbying of governments and commercial maritime organisations for them to directly engage and effectively deal with maritime human rights abuses. We have collaborated with international NGOs in directly advocating against Illegal, Unreported and Unregulated (IUU) fishing matters in Thailand, fundraised for a film by a young filmmaking team from 6thIF about migrant abuses ('The Dead Sea'), participated in London International Shipping Week 2015 for the first time, launched eight innovative maritime publications, added three new case studies and delivered an e-learning course for seafarers through a new partnership with Marlins.

We have increased the number of new Non-Executive Board members and Supporting Entities to our organisation and expanded our immersive educational Internship Programme to be specifically focused on the individual, the community and to provide legacy for both the individual and the Charity.

On request, we provided written evidence to the UK House of Commons Select Committee concerning modern slavery, we have been referenced in the European Parliament in a Motion for a Resolution concerning the plight of the crew of the MV Seaman Guard Ohio imprisoned in India, and we have expanded our flagship 'Missing Seafarers Reporting Programme' to include missing fishers. This initiative has now become known as the 'Missing Seafarers and Fishers Reporting Programme' and the secure on-line platform became fully mobile enabled in October 2015.

One of our most important innovations has been the conceiving of the inaugural International Maritime Human Rights Conference (IMHR) to be held in London on 14th September 2016 at The Royal College of Surgeons. Titled "Respect, Responsibility and Remedy in the Maritime Environment" it will focus on explicitly addressing the issue of maritime human rights and associated welfare issues throughout the maritime environment by bringing together industry, civil society and government-level leaders for discussion and debate on current issues that universally affect the human element at sea. This is another first for the Charity and sector.

Overall, there are simply too many matters to list reflecting all our core achievements this year, that we have reduced the most important examples to a 'Timeline of Delivery' infographic covering Years One - Two in order to provide a comparative illustration of development. Nonetheless, the infographic belies the true scale of our effort and the thousands of *pro bono* hours spent building the Charity and an internationally recognised brand, growing our five main online platforms and delivering informative and free guidance materials throughout the international maritime community.

We have grown our social media presence by 10 times to over 13.5k Twitter followers in just 12 months, added in-excess of 300 new articles to our 'Dedicated News Site' (www.humanrightsatsea-news.org) and doubled its users to over 20,000. We have featured in 85 known media articles, established a new LinkedIn profile, expanded our Facebook interactions, seen internet traffic increase to our home site by over 400% and a growth in website users from 6,500 to over 24,000. This is not insignificant when compared to our low level of resources and current limited levels of income.

Established in 2014 with my life savings set against a background of significant financial risk, I am unashamedly proud to have grown this organisation from nothing. Driven by my professional experiences of witnessing human rights abuses, supporting individuals subjected to criminal and sexual violence, investigating incidents of bullying, harassment and the loss of life, I am determined to drive forwards the agenda of effective protection and remedy for maritime human rights for the benefit of seafarers, fishers and their families.

Reinforced by a dedicated team working to develop our Charity, we are ably supported by a senior and highly experienced set of Trustees, a 27 member Non-Executive Board, a dedicated set of interns and a professional media team at Jeanius Consulting Ltd. Legal support from Holman Fenwick Willan LLP and Mischoon de Reya LLP has provided reassurance and legal certainty in a number of governance and reputational matters. As a result we continue to set new standards, innovate and propitiously watch imitation of our approach and work.



My sincere thanks also goes to our sponsors and financial donors who took a risk in investing in us as a start-up charitable organisation that was based on a humanitarian ideal, a series of fledgling concepts and a fist full of energy. I believe that we have repaid their faith and initial investment as repeatedly demonstrated throughout this public report. I am also pleased to report a positive independent financial review and unquestionable clean bill of health from our retained accountants Knox Cropper. In short, Human Rights at Sea represents clear value for money invested based on a simple cost-benefit analysis.

Our Core Values of 'Transparency, Clarity and Accountability' underpin our Founding Principle that 'Human rights apply at sea as equally as they do on land'. In that spirit this public report will encapsulate an honest and occasionally objectively blunt approach to this year's reporting period. As part of our transparency I do not intend to hide from reporting the challenges that we have had and continue to face, and what we can do better.

Our greatest challenges have been to objectively tackle misconceptions and misperceptions of the role and work of our Charity. This has been compounded by the fact that people do not like new entities often due to lack of understanding, a lack of precedence and confidence in their ability to deliver. This has been compounded by issues of mistrust of the unknown and protectionism. Nonetheless, I am determined to continue the delivery of our valuable work while addressing such concerns and raising new funding revenue for 2017 and beyond. This is what we will do better.

Entering Year Three which we have titled "Recognising Human Rights at Sea", I look forward to reporting on an even more dynamic third year and further constructive development of the Charity. Enjoy reading this public document while coming to understand our structure, objectives and perspective, and sharing with us our reported successes.

David Hammond, CEO

31 August 2016

MESSAGE FROM THE TRUSTEES



It is hard to believe that it is only three years since the Human Rights at Sea concept was first introduced at the London International Shipping Week in September 2013. The formal launch was in April 2014 with Registered Charity Status being obtained in May 2015. Our achievements in such a short period of time are numerous and diverse. Perhaps most significant was the launch of the Missing Seafarers Reporting Programme in January 2015 which became fully mobile enabled in October of that year. Through this programme (which was extended to cover missing fishers in April 2016) we provide a platform for the recording and investigation of those reported missing as well as providing support for the families. We are very pleased to be partnered with the International Bar Association and the Eye Witness Programme to deliver a new technological tool in the fight to bring the perpetrators of human rights at sea abuses to justice.

We continue to raise awareness and have authored many Human Rights at Sea publications including a briefing note on Modern Slavery, and conceived, co-authored, had funded by the EU, and published the first international 'Deprivation of Liberty at Sea' guidance, the 'Maritime Volunteer: Awareness of Criminalisation' guidance and a detailed first commentary on the UN Guiding Principles on Business and Human Rights in the maritime environment. We have worked with Marlins to deliver an e-learning course for training seafarers on how to handle migrant and refugees rescues.

One of the achievements we are most proud of is our dedicated Internship Programme which gives young people an opportunity to gain experience whilst enabling us to conduct high-quality research. We have provided intern support to the German Sea-Watch NGO for migrant rescue in the Mediterranean Sea and we maintain and publish the Sea-Watch Migrant Blog.

We are very busy with a number of exciting projects including research and consultation on Gender, LGBT+ and Diversity at Sea.

Looking forward we will continue to build our international reputation and profile and publish well-researched, thoughtful and topical publications. Our interns are vital to our work and we look forward to enabling many more to gain valuable experience as well as continuing to work with our existing partners and supporting entities.

The Trustees

Human Rights at Sea, August 2016

"Seafarers UK has been proud to support Human Rights at Sea from its early days as an innovative but persuasive cause, through a period of challenging and stimulating growth as it won new partners across the maritime welfare and legal sectors, to an increasing maturity within this complex, poorly understood but absolutely fundamental area. I very much hope that growing appreciation of the need will lead to even more robust support for the Charity and as a consequence it will be a vital provision for the world's seafarers."

Commodore Barry Bryant CVO RN, Director General, Seafarers UK

STRUCTURE, GOVERNANCE & MANAGEMENT

Our oversight and governance is provided through our Trustees as the members of the Charity backed by a written CIO Constitution, a 27 Non-Executive Board of Advisers and an iterative ten-year internal Strategic Plan. Legal, accounting and financial governance are provided by highly reputable entities. The Charity undertakes its work through secure online and multi-media platforms subject to UK Data Protection legislation and oversight from the Information Commissioners Office with whom the Charity is registered. The Charity has also been a member of the UN Global Compact since 2015 and it has passed through the TRACE International anti-bribery and corruption compliance review scheme.

BACKGROUND

Human Rights at Sea was established in April 2014. It was founded as an initiative to explore issues of maritime human rights development, review associated policies and legislation, and to undertake independent investigation of abuses at sea.

OUR MISSION

To explicitly raise awareness, implementation and accountability of human rights provisions throughout the maritime environment, especially where they are currently absent, ignored or being abused.

OUR PRINCIPLE

The Charity works under our Founding Principle that **"Human rights apply at sea, as equally as they do on land"**. We believe that there should be no reason why human rights in the maritime environment should not be expressly researched, developed and advocated.

OUR VISION

To become a leading independent maritime human rights platform.



OUR CEO & TRUSTEES



OUR INTERNSHIP TEAM



OUR CORE VALUES - TRANSPARENCY | CLARITY | ACCOUNTABILITY

OBJECTIVES

The Charity is overseen by the UK Charity Commission and works to its Charitable Objectives.

These are:

To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) for seafarers, fishermen and others involved in working at sea throughout the world by all or any of the following means:

1. Increasing global awareness of the explicit requirement for protection of, respect for and provision of effective remedies for human rights abuses at sea through international advocacy, the publishing of case studies and where applicable, the provision of teaching materials.
2. Contributing to the international development of effective, enforceable and accountable remedies for human rights abuses at sea.
3. Investigating and monitoring abuses of human rights at sea.
4. Developing the UN Guiding Principles for Business and Human Rights in the maritime environment.
5. Commenting on and supporting proposed national and international human rights legislation, policies and best practice, where applicable.

ACTIVITIES

OUR MAIN ACTIVITIES

1. Independent research and investigation of potential, or actual human rights abuses at sea.
2. Publication of independent guidance and documentation for the public benefit relating to charitable objectives.
3. Publication of independent commentaries and case studies for human rights abuses at sea.
4. Running of an Internship Programme to develop young people in the field of NGOs and human rights.
5. Advocacy at national and international conferences for the concept of 'Human Rights at Sea'.
6. Review of legislation, policies and publications related to maritime human rights and associated abuses.

FOR THE PUBLIC BENEFIT

The identifiable public benefit of the Charity is based on the Charitable Objectives that benefit all public persons in society, without bias or restriction, for their awareness, advancement of education and understanding of the issues of the application, or lack of application, protection, respect and availability of effective remedy for human rights abuses in the maritime environment. Further, through the Internship Programme, the Charity supports the professional development of young people.

The Charity makes all its publications and related on-line resources freely available to all persons for their review, use and to be downloaded, thereby allowing all persons to have access to the materials produced as part of the widest possible public benefit.

EXAMPLES OF OUR DELIVERY

Registered charity under the UK Charity Commission	Conceived, funded and delivered the Charity's flagship programme: 'The Missing Seafarers and Fishers Reporting Programme'	Conceived, co-authored, had funded by EU, and published the first international 'Deprivation of Liberty at Sea' guidance	Conceived and delivered first 'Family Impact Statement' for a missing seafarer
Partnered with the International Bar Association and the Eye Witness Project to deliver a new technological tool in the fight to bring perpetrators of human rights abuses at sea to justice	Conceived, had funded and delivered our dedicated Internship Programme	Provide intern support to the German Sea-Watch Non-Governmental Organisation for migrant rescue in the Mediterranean Sea	Authored and published new 2016 Human Rights at Sea publications: 'Modern Slavery Act Briefing Note' , the 'Introduction and Commentary to the 2011 UN Guiding Principles on Business and Human Rights & their Implementation in the Maritime Environment' , and 'Volunteer Maritime Rescuers: Awareness of Criminalisation'
Conceived and delivered new work areas covering 'Gender at Sea' and 'LGBT at Sea'	Delivered the 'Humanitarian Response' e-learning course with Marlines for training seafarers for migrant and refugee rescue	Main website 24,000 users, 68,000 page views, 2:15 m average session	
Increased Social media following to over 13,500 on Twitter	Conceived the first International Maritime Human Rights Conference	Cited in European Parliament by ALDE Party for EU Resolution on MV Seaman Guard Ohio case in India	Independent advice to UK Parliament Shadow Minister on UK Modern Slavery Act Code of Conduct

EXAMPLES OF WHO WE WORK WITH

Apostleship of the Sea, The Fishermen's Mission, The Mission to Seafarers, Maritime Piracy Humanitarian Response Programme, International Bar Association, eyewitness Project, Slave Free Seas, NGO Shipbreaking Platform, International Labor Rights Forum NIBC Bank, ProActiva Open Arms, Sea-Watch

EXAMPLES OF WHO SUPPORTS US

UN Global Compact, Seafarers UK, The Law Society England & Wales, Jeanius Consulting Ltd, Business and Human Rights Resource Centre, Crewtoo, Holman Fenwick Willan LLP, Mishcon de Reya LLP, Sailors Society, The Nautical Institute, UN Association (UK), The Freedom Fund, Migrant Offshore Aid Station, Sea-Watch, SeaVision, Maritime LSLC Business Forum, Middlesex University, Salama Fikira, Walk Free Foundation, Finance Against Trafficking, Cal Maritime, Latvian Maritime Academy, Guardian Ltd, Quintel, Pacific Dialogue, ARC Project Africa, University of Greenwich, Blake Morgan LLP, Security Association for the Maritime Industry, Bunkerspot, MSS Global, Mazars, SeaWives, 9 Bedford Row, ISWAN The Romeo Dallaire Child Soldiers Initiative, Liberty Asia, CLTEnviroLaw, March on Stress, AFEX, Labor Safe, RSPB, Sustainability Incubator, Jean Monet Centre for Excellence, Labour Rights Promotion Network, UMTUF, Solarglide, FishWise, Marlines, Fortify Rights, The Refugee Law Observatory, National Federation of Fisheries Organisations, Setel Powerline Ltd, Blue Angel Fair Shipping, Videotel, IMPA Act, Stonewall, Quadrant Chambers, ProActiva Open Arms, Mediterranean Affairs, Ethical Corporation, Maritime Risk Management

SUMMARY OF MAIN ACHIEVEMENTS & PERFORMANCE 2013-2016

2013

13 Sept
Human Rights At Sea Concept Introduced
 London International Shipping Week 2013
"Human rights apply at sea, as equally as they do on land"

2014

3 April
Launch on-board HQS Wellington London



14 May
 First webinar Human Rights in Business Program Centre for Human Rights and Humanitarian Law, American University Washington College of Law

18 June
 Dedicated News site launched www.humanrightsatsea-news.org

24 Jun
 Conference - Boat Refugees and Migrants at Sea, London

30 Jun
 President of Federal Republic of Germany states Human Rights apply on the High Seas Berlin Refugee Conference

7 Jul
 Release of abuse footage of foreign crewed fishing vessels in Southern Ocean

7 Aug
 Case Study: African Migrants 'Seeking safety in Europe from torture and ill-treatment'

18 Aug
 Investigation starts Indian Ocean seafarer murders

19 Aug
 Comment: Murder of Seafarers on High Seas

19 Aug
 Interview: New Zealand TVNZ One News

20 Aug
 First video transcription of Indian Ocean murdered seafarers

20 Aug
 Interview: Voice of America murdered Indian Ocean seafarers

28 Aug
 Human Rights at Sea comments on first New Zealand trafficking case

10 Sep
 Case Study: The Push Back Situation in Australia - Operation Sovereign Borders and "Stop the Boats"

2014
 IMO recognition as a Seafarers online resource

16 Sep
 Human Rights at Sea becomes .org

16 Sep
 Fourth Finance Against Trafficking conference

23 Sep
 Opening of London Office: 9 Bedford Row (now relocated to UK South coast)

30 Sep
 Keynote speech to Friedrich Ebert Foundation Germany

1 Oct
 Keynote speech at German Forum for Human Rights

13 Oct
 New Human Rights at Sea website live

29 Oct
 Speaker: 2014 World Oil and Gas Corporate Security Forum London

29 Oct
 Case Study: Human trafficking of Bangladeshi and Rohingya boat people in Thailand

31 Oct
 Supporting organisation for London International Shipping Week 2015

10 Dec
 Speaker: Law Society Annual Human Rights Conference

15 Dec
 Introductory video for Missing Seafarers Reporting Programme

15 Dec
 Interview: IHS Maritime Human Rights at Sea Initiative introduction

2015

2 Jan
 Review: EU Court of Human Rights piracy judgment

2 Jan
 Interview: BBC News Vessel and migrant abuses

5 Jan
 Interview BBC World News Italian migrant rescue

14 Jan
 Letter to Thai Prime Minister on illegal use of prisoners on fishing vessels

30 Jan
Launch Of Flagship Missing Seafarers Reporting Programme (MSRP)



13 Feb
 Publication: Increasing Scope of the Obligation to Investigate Human Rights Abuses at Sea

22 Feb
 Online report of drowned fishers in Falkland Islands

11 Mar
 Case Study: MV Seaman Guard Ohio (India)

22 Mar
 CSR Policy for AFEX released

7 Apr
 100 Series Rules for the Use of Force added to Human Rights at Sea site

20 Apr
 'Unlocking the Issue' Campaign launched

23 Apr
 Commentary: Management and actions relating to the EU Mediterranean Migrant crisis

27 Apr
 Commentary: Legal, humanitarian and practical issues plague military targeting of Libyan traffickers' boats

8 May
 New website live

12 May
 International Alert: Abandonment of migrants in Andaman Sea

14 May
 Supporting efforts to locate migrant vessels in Andaman Sea

21 May
Human Rights at Sea becomes a Registered Charity

2015 cont/d

28 May
 UN Global Compact signatory

4 Jun
 Publication: Deprivation of Liberty at Sea guidance

2 Jul
 Interview BBC World News Philippines ferry incident

8 Jul
 'The Human Rights at Sea Interview' platform launched

13 Jul
 Marlins partner with Human Rights at Sea for Humanitarian Rescue e-learning course

15 Jul
 Just Giving donor platform established

27 Jul
 Joint letter to Falklands Island Government fisheries abuses with The Fishermen's Mission, Apostleship of the Sea, the Mission to Seafarers, Sailors Society

27 Jul
 Open joint letter to US Secretary of State John Kerry - Trafficking in Persons Report - alongside 25 NGOs

29 Jul
 Human Rights at Sea invited to join German Federal Government's 'Charter of the Future - ONE WORLD - Our Responsibility'

29 Jul
 Case Study: New Zealand Slavery at Sea and Forced Labor

1 Sep
 Publication: East African review of the 100 Series Rules for the Use of Force

1 Sep
 Human Rights at Sea uncovers abuse of Indian seafarers

1 Sep
 Commentary on Australian Senate Committee Recognising Breaches of Human Rights of Asylum Seekers Arriving by Sea Detained on Nauru

6 Sep
 Publication: Human Rights at Sea Research Ethics Policy

8 Sep
 Speaker: London International Shipping Week - The Big Welfare Debate

30 Sep
 Fundraising for migrant film 'Clandestine' (renamed 2016 'The Dead Sea')

18 Oct
New Trustees appointed: Professor Steven Haines & Captain Jessica Tyson

19 Oct
 Fundraising Campaign covering Refugee and Migrant crisis film re-launched

26 Oct
Missing Seafarers Reporting Programme fully mobile enabled

9 Nov
 Publication: Gender at Sea briefing notes

15 Nov
 Human Rights at Sea launches new Gender and LGBT work areas

16 Nov
Ensign Events announces launch of first International Maritime Human Rights Conference, "Respect, Responsibility, Remedy in the Maritime Environment"

21 Nov
 Support to the UN-led UNITE to End Violence Against Women Campaign

4 Dec
 Marlins launches 'Humanitarian Response' e-learning course. Developed in partnership with Human Rights at Sea

4 Dec
 eyeWitness at Sea work area launched

7 Dec
Human Rights at Sea and International Bar Association launch initiative to capture maritime abuses with eyeWitness app



31 Dec
 Human Rights at Sea Adviser Lt-Cdr Sam Truelove RN awarded MBE

2016

2 Jan
New Head Office - South Coast UK

11 Jan
 Human Rights at Sea comments on Indian judicial sentence of MV Seaman Guard Ohio Crew

19 Jan
MV Seaman Guard Ohio - Human Rights at Sea mentioned in European Parliament in a Motion for EU Resolution

20 Jan
 ISWAN 24hr Seafarer Help & International Bar Association eyewitness app links embedded within MSRP platform

22 Jan
Human Rights at Sea Trademarks registered with UK Intellectual Property Office

24 Jan
 International Maritime Human Rights Conference, Aim & Objectives released

26 Jan
 Human Rights at Sea updates its free on-line library

10 Feb
 Publication of first Family Impact Statement

21 Feb
 Open letter to EU Commission concerning Thai fishing and human rights abuses

4 Mar
 Videotel produced MSRP Introductory Video

12 Mar
 New eyeWitness at Sea evidence app Infographics

21 Mar
 Publication: Modern Slavery Act Briefing note for the Maritime Environment

30 Mar
 Publication: UN Guiding Principles on Business and Human Rights in the Maritime Environment



19 Apr
 Publication: Volunteer Maritime Rescuers: Awareness of Criminalisation.

28 Apr
Expansion of flagship missing seafarers to include missing fishers at sea



3 May
 Interview BBC Radio - MV Seaman Guard Ohio Case (India)

31 May
 Publication: 20 Questions - African Economic Migrants



INDIAN CREW CASE - WITNESS STATEMENT



Indian seafarers have returned from the Falkland Islands after surviving horrific abuse at sea. Human Rights at Sea received their first-hand account and witness statements. These seafarers wanted their story told

"I pray to God that something like this should never happen to anybody. Because it may be nice to hear the tales of someone's struggle, but in reality it is very difficult to bear"

RAMANUJAM'S ACCOUNT (Edited for Human Rights at Sea)

"I never thought that life would ever take such a turn. Now I feel that all the mountains of problems of the world have fallen upon me. I cannot figure out what to do because I am 27 years old, I have been married and I have a child but I have not got a proper job.

I was thinking about it when I suddenly thought of Auntie's son who has been in the Merchant Navy for a year. I went to my uncles' son's house and spoke to him who said I shall talk about you and you make all the preparations.

The next day on 28th March 2014 both of us left for the XXXX office. There I met an office manager called XXXX. The both of us talked and he said that "there shall be training for six months and after that you shall get a placement abroad. Your initial salary shall be 500 US Dollars and after one year it you shall start getting 1000 Dollars and the placement charge was four lakhs. You shall have to complete the placement in one month.

I fell into a lot of worry that how shall I be able to collect such a big amount of money. I said OK. I shall go home and let you know. Then I came home and spoke to my father. My father said, "alright, it shall take some time but I shall try and arrange the money".

My training started in Kolkata on 1st April 2014. After completing the training I came to the XXXX office and spoke about the placement and asked when it shall be done. XXXX said that the placement shall be made after 15 days. 15 days passed but nothing of that sort happened.

Our flight was from Kolkata on 19th January at 12.20 AM and that is why we came to Kolkata on the 18th of January. From there all of us came to Hong Kong. From there the flight was on the 20th of January so all of us reached Manila on the 20th of January.

There the agent at Manila came to take us from the airport and he took us to the hotel. We stayed in the hotel for one day.

Our joining was on the 21st of January at 6 o'clock and that is why we all got ready. The agent came and took us to the XXXX [ship] and left us there. When we went on board the ship we saw that it was a ship that catches fish. We were all very sad because we had been told something different.

XXXX told us that this ship shall go to [the] Falklands and it shall take a month to reach there and we shall have to begin working from tomorrow.

The food bell rang at six in the evening and all of us reached to eat and on reaching there we saw that all the food was non-vegetarian and there was rice along with it. We were all shocked to see this because we were told that we shall all be given Indian food. But there was nothing of that sort there.

When we asked which animal the meat came from then they said that it was the meat of a cow, pork and duck. Then we decided that we can not eat anything other than rice. We had rice mixed with salt and chillies. We thought about how would it be possible for us to work without eating because we were vomiting out all that we were eating. How long would we be able to survive just on rice?

Then we took a decision and went to see the captain and spoke to him about the food. He said that you shall have to eat this food and we said that we wanted to speak to the owner of the company. Then we were given a chance to talk to him and we told him everything and he said that everything to eat shall be given after

reaching [the] Falklands. But we said that it shall take one month to reach Falklands. He said that he could not do anything till then.

Our condition had started to get very bad and we could not work. Because of which the people there started beating us and we were forced to eat meat.

We were told that if we only ate rice we shall die for which the company shall not be responsible at all. Then we said that we cannot work here like this and that they should make arrangements to send us back home because many a times the boys there and XXXX used to mix pieces of beef in our rice because of which we could not eat.

We spent many days with a lot of difficulties and when our condition got very bad we asked the company to get out return tickets done from Falklands but the company said that they did not have any money to send us back home.

Then we said that we shall die here to which our agent said that he was not bothered whether we live or die. "I shall take the money from your insurance from the company and shall give it to your family". We were all shocked and he cut our phone off.

Then the captain said that you shall have to work or you shall be made to work forcefully. We said that we shall not work and then XXXX punched us because of which my friend was injured.

We had to work from 18-22 hours. We did not eat anything so how could we work. We were beaten every day. Then the company separated all 7 of us and I was sent to XXXX [other ship].

There too the same thing used to happen to me. The officer there also used to hit us. Sometimes they used to kick me and sometimes punch me. This was not only with me but with everyone else as well like Vietnam, Indonesia or China but they used to eat everything.

My condition deteriorated further in XXXX and the light from 3000 watt had made my eyesight grow weak. Someone had a blood infection and it spread and we asked the captain 10-15 times to send us to the hospital and then finally we were transferred to the XXXX cargo ship.

Many a times I thought about jumping off from the ship into the sea but then I thought about my family, wife and child and would give myself some strength to carry on.

Then the captain said that I am sending all of you to the hospital so get ready. We reached Falklands Island on 17th April where we met an officer name XXXX. We told him all about our troubles. He took us to the hospital where we were all treated.

I pray to God that something like this should never happen to anybody. Because it may be nice to hear the tales of someone's struggle, but in reality it is very difficult to bear.

I know that life is a struggle. If we had not struggled then we too might have still been with our other co-workers in XXXX. That is why one must never become dependant in times of trouble."

Note: There is no indication whatsoever that the Falkland Islands Government was complicit in any way with the ill treatment of the seafarers at the hands of their former employers. Human Rights at Sea understands that at all times, and while under their care, the relevant organisations of the Falkland Islands provided full pastoral support and assistance to the Indian seafarers who voluntarily left their vessel and sought sanctuary ashore following their abuse onboard. The witness statements have been translated and redacted to protect the seafarer's identities.

MISSING SEAFARERS & FISHERS REPORTING PROGRAMME (MSFRP)

www.missingseafarers.org



The initial Missing Seafarers Reporting Programme (expanded to include fishers in April 2016) continues to grow in terms of submitted cases. The updated and re-titled 'Missing Seafarers & Fishers Reporting Programme' is a reflection of the increasing scope of the Human Rights at Sea Charity's flagship programme established in January 2014. Originally focusing on missing seafarers the programme increasingly includes fisheries cases from around the world.

By the end of the current reporting period 147 cases were recorded. Nevertheless, the Charity strongly believes that this is not an accurate picture globally and is currently hampered by a lack of continuing global awareness of the Programme, as well as limited dedicated financial resources to further this valuable work despite initial startup funding provided by Seafarers UK.

Numbers of detailed investigations remain currently limited and are subject to availability of future funding streams. That said, the Programme remains one of a kind and we believe is an important public reference resource that has been reported to the Charity as being formally cited in foreign court cases concerning missing seafarers.



ABOUT THE PROGRAMME

The Programme's Mission is to support seafarers, fishers and their families by the registration, tracking, investigation and advocacy on behalf of those missing at sea through a secure mobile on-line platform. That platform is formally known as the Missing Seafarer & Fisher Register.

The Aim of the Programme, through the use of the Missing Seafarer & Fisher Register, is to build an accurate international database detailing the status of seafarers and fishers missing at sea on a global basis. The Vision is to become the focal international database for recording missing seafarers and fishers.

FAMILY IMPACT STATEMENTS

In 2016 the Charity introduced **Family Impact Statements** as a new form of documentary evidence and supporting advocacy in order to identify and record the perspective of a family in response to the loss of a family member at sea. This has been trialed with the first case of a Greek missing seafarer and will continue specifically where families give express permission for their stories to be published.



"The work of Human Rights at Sea for those missing at sea not only sustains the memory of men and women who would otherwise be forgotten by the world, but also assists investigation. MPHRP will do all we can to add value to the work with families who suffer this loss."

Tom Holmer, Programme Manager, Maritime Piracy Humanitarian Response Programme



NAKIS CASE - FAMILY IMPACT STATEMENT

The Nakis Family Impact Assessment is provided by Maria-Katerina Naki, sister of the 23 year old Greek Sub-lieutenant, Anastasios Nakis, who went missing at sea in April 2015 from onboard bulk carrier MV Ingrid C (Marshall Islands Flag).

"We lost our life, our soul, our one and only child. Every day we wake up and we wish and pray that he is alive and that he will return home soon"



Anastasios Nakis following his graduation from the Ydra Marine Merchantile Academy September 2014 and right, with his sister Katerina Nakis.

My name is Maria-Katerina Naki, I am the sister of the 23 year old greek sub-lieutenant, Anastasios Nakis. Anastasios went missing onboard the bulk carrier Ingrid C flying the Marshall Islands flag on the 12th of April 2015 a few hours before the ship reached the port of Manzanillo, Mexico.

My brother graduated from the Ydra Merchantile Marine Academy in September 2014.

In November 2014 he embarked for his first professional voyage as a sub-lieutenant with the bulk carrier Ingrid C, flying the flag of the Marshall Islands. She belongs to the company EFSHipping, of Eftasthiou Theodoros Shipping. The voyage was from Shanghai, China to Manzanillo, Mexico.

On Saturday 11th April 2015, my father, mother and myself spoke on the phone with Anastasis for Easter wishes and wishes for his nameday as it was the Greek Orthodox Easter Saturday. We briefly exchanged our news. He was very well, happy and he did not mention to us anything in particular that would made us think he was not well, or that something was wrong.

On the same day, Saturday night, Mexico time (Sunday morning, Greek time) we chatted on the internet and he was quite in a mood for humour, as always. Nothing new on his behaviour, nothing strange, my brother was content and extrovert as always.

On Easter Monday afternoon (12th April 2015) we had a visit to our house in Fournoi Argolis, from the chief master of the company who was aboard Ingrid C vessel and served as the shipmaster until Ingrid C reached the port of Shanghai, China. He told us that my brother went missing on Sunday 12th of April soon after lunch time. He reported to us that they looked everywhere for him on board the vessel and at sea, everywhere. They even went back to the spot where they lost track of him, but it was already night back then. They looked for him along with five other vessels who happened to be close by as well as three helicopters, according to his report.

They did not find any trace of my brother. The vessel resumed his voyage and arrived at the port of Manzanillo. In Manzanillo, the ship gave a brief report to the local authorities of 'an incident' and then disembarked to continue on its voyage.

When the ship arrived at the next port of call in Houston Texas, the three greek crew members, gave a testimony to the Hellenic Coast Guard Maritime Attaché in Houston.

From that very moment on we have not been informed on anything regarding the case of my brother. We don't know what happen to our child. The Greek Embassy in Mexico did not pay any attention and had no interest to the case. Likewise, the relevant Hellenic Ministries. Only via the Hellenic Ministry of Merchantile Marine, we managed to extend for a couple of hours the maritime search and rescue operation that was looking for my brother the day he allegedly went missing. Nothing more.

We, as a family, my mother, myself, and my father have taken all necessary actions and have done everything feasible that we could as family to find out what happened to our child. We have appealed to all stakeholders involved in the case. Unfortunately, we found many doors closed. As long as we are alive we will continue to look for him, and we will do everything possible to eventually find the truth behind his disappearance. And no one will stop us.

My brother was a young man who loved his job and who wanted to evolve and success in his career in the maritime industry. He was a strong character, driven from his aims and dreams. He was kind and lovable to everybody. He was a man of dignity, of unquestionable ethics, a fair man. He would harm nobody.

We lost our life, our soul, our one and only child. Every day we wake up and we wish and pray that he is alive and that he will return home soon. We will do everything possible, move the earth if needed, but we will find out exactly what happened. Me and my family are alone in this game for the State, authorities and the people responsible for his safety on board turned their back on us.

We hereby publicly deny, based on available evidence, that our child, my brother, the scenario of suicide, although certain people openly insinuated it. We believe that there are people out there who are to be held responsible for our child's loss and we hope that sooner or later justice will conclude upon them.

Sincere Regards, Maria-Katerina Nakis



IN HIS OWN WORDS | DANIEL SHEPHERD



“Over the past year my work with Human Rights at Sea (HRAS) has largely centred around the migration phenomenon in the Mediterranean. From advising a fledgling voluntary maritime rescue organisation on legal and operational risk management, to investigating a case of alleged multiple homicide. The work has been challenging, rewarding, sobering and at times frustrating. However, the experience and satisfaction gleaned from contributing to the promotion of human rights at sea has been unique.

Between February and June 2015, through HRAS, I was tasked with providing legal and operational risk management advice to a German voluntary maritime rescue organisation called, Sea-Watch. Spurred on by the 25th anniversary of the re-unification of Germany and the parallels this event drew with the current migration phenomenon in the Mediterranean, the Organisation’s founders bought a 100-year-old fishing boat and sailed it to the Central Mediterranean where volunteers conducted rescue operations between Libya and the Italian island of Lampedusa.

Despite the cornucopia of motivations underlying the project, the presence of which frustrated one at times, the Organisation and its voluntary members certainly shared a common aim – to save life at sea. Yet, such rescue operations were fraught with potential pitfalls and attendant risks, many of which were not readily apparent to the Organisation’s management. Indeed, the very legality of operating such a rescue service in a multi-jurisdictional environment presented a whole raft of questions and ‘what if’ scenarios, so much so that the life of the project was regularly challenged. However, many of these hurdles were overcome by implementing methodical risk assessments specific to legal and operational matters. Indeed, much of the progress was achieved via relationship building and negotiation - important aspects of which one can easily neglect if looking at this in narrow terms. Contrary to what many believed, the project was not simply a question of picking people out of the water by boat!

Without a shred of doubt Sea-Watch achieved great things helping to save the lives of hundreds of migrant people at sea. From a management perspective however, as to be expected from a grassroots entity, there are seemingly steps to take before the Organisation functions as a streamlined professional entity – steps of which I have no doubt will be taken in the future.

After leaving the Sea-Watch project my next assignment under the auspices of HRAS shifted eastwards to the Central Aegean between Turkey and Greece. Having obtained compelling evidence of an alleged incidence of multiple homicide as a consequence of a failure to fulfil the duty to render assistance under Article 98 of the UN Convention on the Law of the Sea, I was tasked with investigating the matter further. As part of this endeavour I flew to Istanbul to undertake interviews with two of the survivors.

The logistics of undertaking such work presented their own challenges. From ensuring the witnesses’ availability, through arranging translation services, to operating through third party intermediaries, even matters as simple as arranging meeting points posed potential problems. But such issues were managed and the interviews were carried out. Certainly the most sobering of work I have undertaken on behalf of HRAS to date, the accounts of the witnesses’ respective ordeals were enough to tug at the heartstrings of even the most hardened of investigators and warranted further enquiry. Unfortunately, and frustratingly for those of us involved, such investigation could only take place with the support of additional funds and the involvement of specialist entities.

The case is now in a state of suspension until such funds can be sourced. Seeing that justice is done in this event very much depends on the work of organisations such as HRAS. For the sakes of the survivors and the deceased women, children and men on board the boat that fateful night, I hope that this alleged dereliction of duty does not go unchallenged.”



IN HER OWN WORDS | INDY HODDER



“Interning for Human Rights At Sea has been a great opportunity”

“Interning with Human Rights At Sea has been a unique working experience for me as an aspiring designer. I have been able to expand my knowledge in maritime and human rights issues, whilst working on creative tasks to develop the brand as a whole. I have been trusted by the people behind the Charity to use my own ideas and creativity on tasks that will raise a wider and stronger awareness of the charity and the work that is carried out. I was assigned a range of tasks that would not only build on my skills and portfolio but also develop the visual identity of the Charity. Interning for Human Rights At Sea has been a great opportunity and I would highly recommend an internship here.”



IN HER OWN WORDS | ELISABETH MAVROPOULOU



“I have registered about 75 cases of both seafarers and fishermen who have been missing at sea”

“I joined Human Rights at Sea as an intern on a pro bono basis in October 2014, the first year of Human Rights at Sea life as an international initiative. In May 2015, Human Rights at Sea acquired its charitable status under the UK Charity Commission and little after it secured its first funding for its internship programme and the Missing Seafarers Reporting Programme (MSRP). I was made full time assistant assigned with the daily management and administration of the MSRP and the long-term expansion and growth of the database.

*Before I share my thoughts on my second year with HRAS, I would like to focus on the **Missing Seafarers Reporting Programme**. As programme administrator, I spent a lot of time identifying new cases of missing seafarers and fishermen for our database. Up to date, I have registered about 75 cases of both seafarers and fishermen who have been missing at sea. The database has so far more than 125 cases registered. I have researched local and international media, I have met with organisations that work with seafarers and fishermen on the ground around the globe and have initiated correspondence with the families of missing seamen who have appealed themselves to the Programme seeking further support. The vision of the Programme is to support the families of seafarers and fishermen in need by logging the missing seamen onto the Register and investigating further, in cases where there is evidence of alleged human rights abuses related to their disappearance. My personal goal was and continues to be to make that vision become true. Following a lot of hard work and a face-to-face meeting with the family of a Greek missing seafarer, Human Rights at Sea released its first case study in early January 2016. The case study presented the first Family Impact Statement of the Missing Seafarers Reporting Programme. Anastasios Nakis, a Greek sub lieutenant went missing on board a Marshall Islands flagged ship under unclear circumstances with corroborating evidence pointing to physical and mental abuse in April 2015. At the time of writing a year has passed since his disappearance. The case has been taken forward to the Greek courts and awaits adjudication...*



IN HER OWN WORDS | ELISABETH MAVROPOULOU CONT/D

First success of the Programme is that the family appealed to the **MSRP**. This shows the need for independent support the family of missing seafarers and fishers seek when they deal with the loss of their loved ones, especially in the case of Anastasios Nakis, when the employer-ship owner failed to stand by the family in times of grief. Second success is that the Programme fulfilled its vision and helped a family. The MSRP provided support for the Greek family by profiling their case; we raised awareness on their testimony and provided an open forum for their story to be heard. I really wish to see in future the MSRP supporting many more families.

Apart from the MSRP, I have worked alongside the CEO on growing the Charity's work by delivering pro bono publications to the maritime community on issues currently impacting the maritime and fishing industry: Legal commentaries to emerging human rights and maritime legislation, papers on migration, gender mainstreaming in the maritime industry, slavery and human rights abuses in the fishing industry and the first Commentary to the UN Guiding Principles on Business and Human Rights in the maritime environment to name a few. Finally, I had the chance to expand my pure legal background with a bit of creative fundraising skills as I am working on two crowd funding campaigns at the moment. That is definitely one of the perks of being with HRAS.

I have been fortunate enough to have people in HRAS who believe in me and let me develop my professional skills and take initiatives when necessary. It is not often the case where an organisation entrusts its interns with key and demanding tasks without interfering on their work and approach. If there is something that has contributed to my professional growth, it's 'swimming in the deep waters of Human Rights at Sea'.

If I could choose two elements to describe the first two years so far, at the time of writing, it would be positively challenging and hugely rewarding. I had the opportunity to attend numerous stakeholder meetings, represent the Charity at all levels within and outside of the UK and have met a lot of fascinating people along the way. Human Rights at Sea has generously given me the chance to grow professionally and to experience a whole new world, that of maritime welfare."

HOW YOU CAN HELP US



Why invest in us? Because we deliver

MIGRANT CRISIS NGO SUPPORT



INTRODUCTION

Since 2014, the Charity has been a keen supporter of the German 'Sea-Watch' NGO and has provided drafting, personnel and legal assistance to the organisation as it grew from its initial concept and first vessel to the current complex Search And Rescue (SAR) operation based in the Mediterranean. The Charity provides interns to Sea-Watch on a seconded basis. This develops their professional education, experience and standing as part of our Internship Programme and further assists Sea-Watch in the daily running of their life-saving operations.

Our Charity also runs the dedicated English blog in order to expand the profile of Sea-Watch's operations (www.hras-Sea-Watch.org). In addition we have built relationships with other civil society NGOs also working in the Mediterranean such as Médicines Sans Frontières/Doctors Without Borders (MSF) and the Spanish-led **ProActiva** Open Arms team. We have also developed the written guidance: 'Volunteer Maritime Rescuers: Awareness of Criminalisation' noting the potential threat of the criminalisation of genuine humanitarian support at sea and in European littoral regions.





CASE STUDY: THE RESCUE OF MIGRANTS IN THE MEDITERRANEAN IN HER OWN WORDS | GIORGIA LINARDI



Human Rights at Sea is supporting Sea-Watch, an NGO founded upon a private initiative of German citizens and based on providing extra lookout capability and first assistance to people found in distress in the Mediterranean Sea. HRAS provides Sea-Watch with direct access to its extensive network of actors involved in the research, promotion and advocacy of maritime human rights. In particular, HRAS offers to this German initiative a platform for international visibility, through a dedicated blog run by HRAS intern Giorgia Linardi (<https://www.humanrightsatsea.org/news/sea-watch-migrant-rescue-blog/>).

In this virtual space, Giorgia regularly reports on the news and developments of the missions of Sea-Watch. She has been following the activities of the organisation directly from the field, since the beginning of Sea-Watch operations in Lampedusa. Giorgia took over after the initial stage of establishment of the organisation on the island, which have been covered by former HRAS intern Daniel Shepherd. Both interns have a background in law and a strong commitment towards the humanitarian cause related to the refugees and migrants crisis in the Mediterranean.

As explained by Giorgia, a fishing vessel from 1917 represents the symbol as well as the main tool of the organisation. This old iron boat allowed to undertake seven missions in the SAR area off the Lybian coast, throughout summer 2015. In six weeks, the Sea-Watch vessel sailed from Hamburg to Lampedusa, which from June to October has been the operational base of the organisation.

After settling on the island and liaising with the local Coast Guard, Sea-Watch deployed its first mission at the end of June and lasted its operations at the end of September, with the result of having assisted more than 2000 people in distress at sea. The outcome of the launching season lays on limited SAR equipment and capacity, as well as on the exclusively volunteer work of the crews, coordinated by a land team in Lampedusa and under the direction of the management in Germany.

The land team was formed by a few volunteers, including Giorgia, in charge of logistics, coordination of the missions, crew care, PR and media relations, legal advice and risk analysis and management. The crews counted eight to nine members at the time, alternating every two weeks and including fixed roles as nautical experts, medics, SAR-trained professionals, engineers/mechanics and reporters. Previous to all missions, each crew undertook specific legal, technical, psychological and rescue trainings.

The main instrument characterising the maritime operations of Sea-Watch is the binocular. As reproduced in the logo and name of the organisation, the binocular enshrines the mandate of Sea-Watch, which is to make sure that no one is forgotten, and hence left to die, at sea. Among the people assisted, 500 have been spotted through the sole use of the binocular, throughout a 24hr watch system based on shifts.

For each mission, the Sea-Watch vessel was equipped with 400 life-vests, up to six inflatable life-rafts of various capacity, drinking water and first-aid medical equipment, as well as all the necessary communication tools. The latters allowed the exchange of information and cooperation with the relevant stakeholders, through satellite phone, VHF radio and AIS radar.

The maritime activity of Sea-Watch relied, indeed, on the close collaboration with the Italian Coast Guard and the international and private organisations active in the Mediterranean waters, as MSF and MOAS. Sea-Watch also assisted merchant ships and warships involved in rescue operations. All rescue activities have been coordinated by MRCC Rome, the centre responsible for the SAR area of interest.



Giorgia joined the last mission of Sea-Watch and reports that, when operating in the SAR area between the limit of the Libyan contiguous zone and international waters, two possible scenarios triggered Sea-Watch intervention. These are namely to directly spot a rubberboat or to be informed by MRCC Rome or Watch the Med¹ about received distress calls. In the first case the communication officer would inform immediately the authorities through MRCC Rome, which would then coordinate action to transfer the migrants to another boat and disembark them in a place of safety. In the second case, Sea-Watch would be instructed to reach the position of the targeted boat and provide first assistance.

While awaiting for the authorities to take over the situation, Sea-Watch provides life-vests and water to everyone on board, as well as first aid and medical assistance, where needed. Meanwhile, specific information is transferred to MRCC Rome through agreed formats, reporting the number of people on board, the presence of children and (pregnant) women and whether there are casualties, people in urgent need of assistance, injured, or deceased.

All SAR activities of the organisation are based on the legal obligation arising from article 98 of UNCLOS, establishing a State duty to rescue anyone found in distress at sea. On this legal basis, the Sea-Watch vessel can interfere with overcrowded rubberboats, detected in international waters, often drifting if not unfloating.

Sea-Watch will be back sailing the waters of the Central Mediterranean next Spring, with a new, fully SAR-equipped vessel. Meanwhile, the organisation shifted its operations to the Eastern Mediterranean and established a new mission on the Greek island of Lesvos. HRAS keeps supporting Sea-Watch from the field through Giorgia, who is also offering her service to Sea-Watch as legal adviser and mission coordinator.

Together with HRAS and thanks to the knowledge provided by the latter in terms of protection of human rights at sea, Sea-Watch contributes to prevent the denial of such rights in the maritime context. HRAS is advocating for Sea-Watch action based on the common mandate to make sure that human rights are not left to drown at sea, with their holders.

¹ Watch the Med is a well established network which provides migrants with an alarm phone number to contact in order to receive assistance in case of distress during the sea-journey.

*Giorgia Linardi,
Legal Adviser
and Mission
Coordinator for
External Relations,
Sea-Watch*

"For over a year Human Rights at Sea has been the main supporter of Sea-Watch in its mission to raise awareness on the migration crisis in the Mediterranean and provide concrete assistance to rescues at sea. The Charity has continuously empowered Sea-Watch by offering its human resources and international network to provide legal assistance and media support to our NGO."

PUBLICATIONS

www.humanrightsatsea/publications/



It has been a very busy year for the development of a number of new and innovative publications and policies as well as a unique e-learning course produced for crews in response to the migrant crisis alongside the e-learning course provider, Marlins. The publication materials include:

- [The Deprivation of Liberty at Sea Guidance](#)
- [East African Review of the 100 Series Rules for the Use of Force](#)
- [Human Rights at Sea Ethics Research Policy](#)
- [Gender at Sea](#)
- [LGBT in the Maritime Environment](#)
- [Humanitarian Response E-learning Course \(Migrant rescue\)](#)
- [Modern Slavery Act Briefing Note for the Maritime Environment](#)
- [UN Guiding Principles on Business and Human Rights in the Maritime Environment](#)
- [Volunteer Maritime Rescuers: Awareness of Criminalisation](#)
- [20 Questions Exposing the African Economic Migrant Narrative](#)

CASE STUDIES & OPEN LETTERS



- In addition to our publications, the Charity has produced numerous new case studies and open letters:
- [The case of the disappearance at sea of Harshaka Srimal Fernando \(Sri Lanka\)](#)
 - [The case of Indian seafarers surviving abuse and repatriation from the Falkland Islands](#)
 - [A review of the New Zealand Foreign Charter Vessel Act](#)
 - [Joint letter to the US Secretary of State John Kerry Trafficking in Persons \(TIP\) report 2015](#)
 - [Joint letter to Thai Prime Minister regarding use of prison labour on fishing vessels 2015](#)
 - [Joint letter to US Secretary of State John Kerry on Trafficking in Persons Report - upgrade of Thailand 2016](#)
 - [Joint letter to Karmenu Vella, EU Commissioner for Fisheries, Maritime Affairs and Environment concerning Thai Illegal, Unreported and Unregulated \(IUU\) fishing](#)

IBA EYEWITNESS PROGRAMME

www.eyewitnessproject.org



the global voice of the legal profession



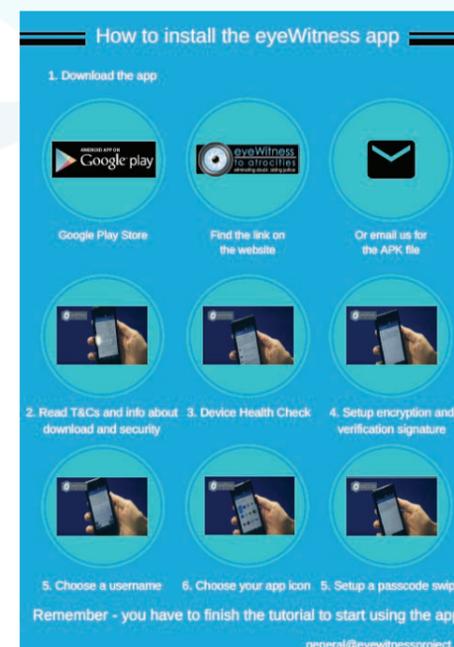
In December 2015, the Charity partnered with the International Bar Association's eyeWitness for Atrocities Programme as the first-of-a-kind technological tool to record potential or actual human rights abuses.

The eyeWitness to atrocities App is a unique tool in the fight against human rights atrocities and abuses. It is an easy-to-use camera app that collects and embeds, in the images taken by a user, GPS coordinates, date and time, device sensor data, and surrounding objects such as Bluetooth and Wi-Fi networks. The collection of this metadata provides verification and context and is encrypted and securely stored within the app together with the images. The user may then upload the footage directly to a secure storage facility, hosted by LexisNexis and maintained solely by the eyeWitness organisation. In doing so, a chain of custody record verifies that the footage has not been edited or digitally manipulated. Thus, the images attain a level of authentication that allows for their use in investigations or trials.

Mark Ellis, IBA Executive Director: *"The increasing number of reports about violations of human rights taking place at sea demonstrates the serious and rampant nature of these abuses. Working with Human Rights at Sea to combat the impunity that the perpetrators of these crimes currently enjoy is a new development which we at the International Bar Association wholeheartedly welcome."*

Wendy Betts, Director, eyeWitness: *"The founding principle of HRAS that 'Human Rights apply at sea as equally as they do on land' is a premise shared by eyeWitness. Empowering seafarers to capture vital information that can serve as key evidence in legal investigations into these violations underlies our common aim to increase justice and bring prosecutions through relevant authorities. This collaboration could not be more opportune."*

Use of such a technologically advanced App could have helped in the investigation of the murder of seafarers in the Indian Ocean in 2013 as first reported in 2014 by Human Rights at Sea and Voice of America and later reported by The New York Times in the 2015 The Outlaw Ocean Series.





“In the Maersk Group, we believe diversity and inclusion are key levers to strengthen business results in the markets where we operate – and a necessary action for access to future and wider talent pools.”

In November 2015 and working towards our role in promoting and working towards the UN Sustainable Development Goals, Human Rights at Sea announced two new work areas covering Gender and LGBT+ matters at sea as part of its drive to deliver a comprehensive and objective narrative concerning human rights in the maritime environment. The new work areas include introductions to the subject matter and free downloads of Gender and LGBT+ Briefing Notes produced by the Charity and its advisers.

WHAT IS GENDER?

Gender is about the learned social attributes, differences and relationships associated with and applied to being either male or female in society.



KEY POINTS

Gender is not about biological differences between men and women. These are fixed and pre-determined. These differences do not change.

Gender is dynamic. It is subject to change; it is socially learned, constructed and applied within societies and environments.

Gender is influenced by many factors including, but not limited to, economy, age, ethnicity, religion and levels of education for men and women.

Gender should not represent men and women as two homogenous groups. Not all women are the same. Not all men are the same and stereotypical ideas of femininity and masculinity are often entrenched thereby shaping expectations often incorrectly.

Gender varies between and within societies and environments. In most societies there are differences and inequalities between men and women. These inequalities relate to expectations, decision-making opportunities, assigned responsibilities, activities undertaken, access to and control over resources and employment opportunities.

Gender can determine what is expected, allowed and valued in a man or a woman in a given context and environment.

Gender is about the relationships between women, men, girls and boys and how this impacts on individuals and communities in all societies and environments, both social and within the business community.

Gender is not a code word for ‘women’ or ‘discrimination’. A common misconception is that Gender is only relevant for women. This is incorrect. Gender is about women’s and men’s socially described roles and how that affects their power, opportunities and resources.

Gender inequalities apply to men as equally as they do to women. This includes within the maritime environment, howsoever men or women are employed, or otherwise engaged within the maritime supply chain.

Gender equality as a principle should apply throughout the maritime environment, and it should be upheld as a management responsibility and integrated into all institutional structures and work strands.



“There are 17 sustainable development goals all based on a single, guiding principle: to leave no one behind. We will only realise this vision if we reach all people regardless of their sexual orientation or gender identity.”

Ban Ki-moon, Secretary-General of the United Nations

“This is the first time that so many members of the UN family have joined forces in defense of the basic rights of lesbian, gay, bisexual, transgender and intersex people”.

Charles Radcliffe, the Chief of Global Issues for the Office of the High Commissioner for Human Rights (OHCHR)

Alongside its advisors, the Charity has produced an introductory LGBT Briefing Note titled “LGBT in the Maritime Environment”. In at least 76 countries globally, same-sex relations (let alone relationship recognition) between consenting adults remains illegal; penalties range from corporal punishment, to jail terms, life imprisonment and the death penalty. Discriminatory laws are found in both explicit terms, and in vague language related to morality, the policing of gender, and offences against the ‘order of nature’.

Today, Human Rights at Sea is tackling the LGBT+ issue as part of its Maritime Human Rights Campaign ‘Unlocking the issue, leading the discussion’.

What Is LGBT? LGBT stands for lesbian, gay, bisexual and transgender and along with heterosexual. It describes people’s sexual orientation or gender identity. Understanding Sexual Orientation and Gender Identity is essential to be both fully aware and educated of issues that LGBT+ people might face in the maritime community.



Lieutenant Commander Samantha Truelove MBE Royal Navy

Sam Truelove was shortlisted for the 2014 European Diversity Awards Inspirational Role Model of the Year Award and shortlisted for the British LGBT Awards 2015 (positive role model), National Diversity Award 2015 (LGBT role model) and Inclusive Networks National Awards (Network Leaders of the Year with her Co Vice-Chair of the Royal Navy’s Compass Network – Lt Cdr Chris Wood. (Compass is the Royal Navy’s Sexual Orientation and Gender Identity Network).

Sam is the Royal Navy Triathlon Association Ladies Captain and team coach and a committee member of the Naval Service Women’s Network. She enjoys scuba diving, kite-surfing, snow boarding, a good book, a mean game of chess and a glass of red wine if it is raining. She was awarded the Most Excellent Order of the British Empire (MBE) in The Queens 2016 New Year Honours.



Cadet Sarah Stevens RFA.

Sarah was born in Cardiff in 1979 and went to Howell’s School, Llandaf. She was awarded an Army Bursary to study at the University of Wales, Bangor where she gained a BSc (Hons) in Chemistry & Sport Science and an MSc in Applied Exercise Physiology. She received her initial military training at the University of Wales Officer Training Corps before volunteering for 7 years as an Officer in the Army Cadet Force.

Sarah is the RFA representative on the Naval Servicewomen’s Network and the Royal Navy’s COMPASS network She is also an LGBT+ advisor for the Charity Human Rights at Sea and is passionate about promoting seafaring as a career to women. Sarah was shortlisted as ‘One to Watch’ in the Northern Power Women Awards 2016 and was announced as a winner in the Defence category of the ‘WeAreTheCity’ Rising Star Awards 2016.



The Human Rights at Sea (HRAS) Interview platform was launched in July 2015. In the last year we have published seventeen in-depth interviews widely covering different people, organisations and topics all focused in and around the maritime environment. Examples are:

- **Captain Pradeep Chawla**, Managing Director QHSE & Training, Anglo-Eastern Ship Management. 'Family at sea and a family at home'
- **Mauricio Lazala**, Deputy Director Business & Human Rights Resource Centre. 'Business and Human Rights: Is the cup half full or half empty?'
- **Wendy Betts**, eyeWitness Project Director, International Bar Association. 'Empowering Eye Witnesses'
- **Dr Henrik Sornn-Friese**. 'A New Agenda for the Maritime Supply Chain'
- **Robert Robinson**, North of England P&I Club. 'Seafarers Isolated Despite Greater Connectivity'
- **Steve Trent**, Co-founder of the Environmental Justice Foundation (EJF). 'Over fishing and Commonplace Violence in Thailand'
- **Giorgia Linardi**, Legal Adviser, Sea-Watch. 'Mediterranean Migrants'
- **Alexandra Bilak**, Director Norwegian Refugee Council's Internal Displacement Monitoring Centre. 'Migrants are the tip of the iceberg'



The Charity has been very lucky that in her spare time and based in Australia, Wendy Laursen has assisted Human Rights at Sea by preparing some of the HRAS Interview articles. Wendy started as a freelance maritime journalist in 2004 and has completed a Master of Science research degree in marine ecology as well as diplomas in journalism, communication and subediting. She has written news and features for many international maritime trade magazines and now works full time for The Maritime Executive.

Over the past year, Wendy has developed an interest in human rights after learning of the plight of the many thousands of men trapped in slavery on board fishing vessels. She completed a short, introductory course on international human rights law through Duke University and now, beyond from her work at The Maritime Executive, helps spread the word about human rights through her efforts for Human Rights at Sea.

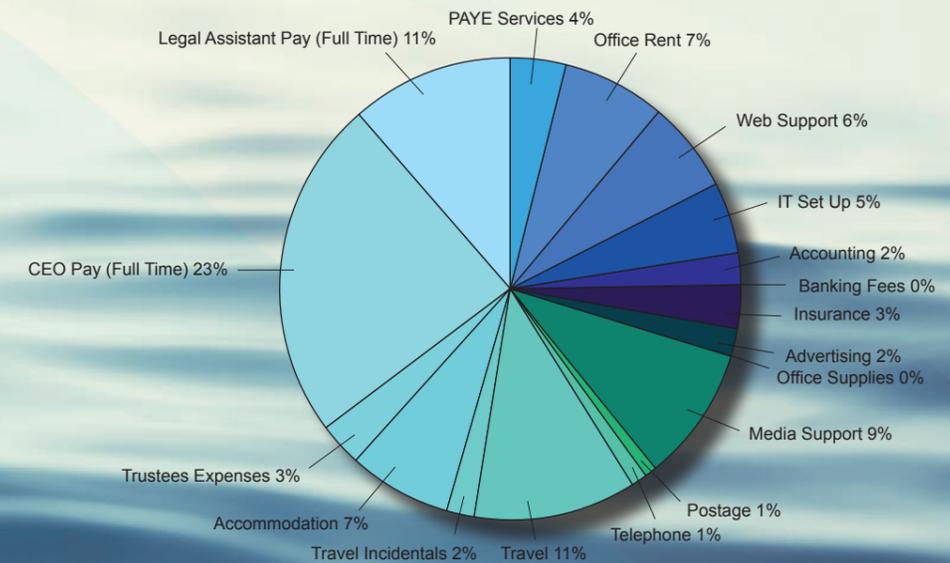


FINANCIALS

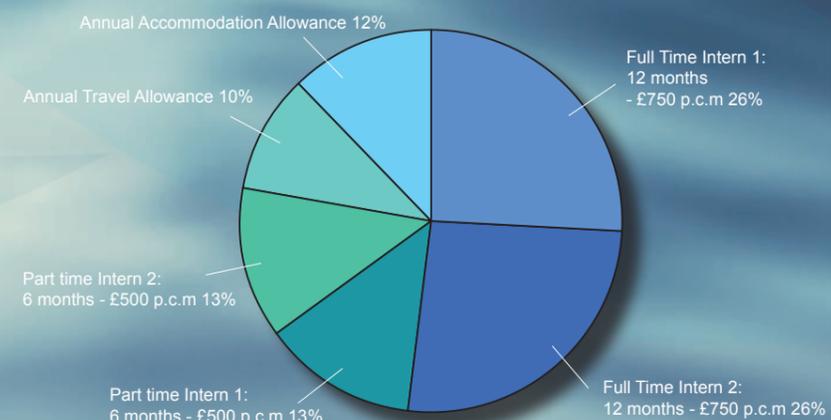


The Charity's accounts have been independently examined by the Charity's chartered accountants Knox Cropper, a leading firm that services the "Not for Profit" Sector. The Charity has been signed off as compliant with all necessary accounting and governance requirements. The requirements to keep accounting records in accordance with section 130 of the Charities Act 2011; and to prepare accounts which accord with the accounting records, comply with the accounting requirements of the Charities Act 2011 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities 2015 have been met. Copies of the independently examined accounts may be obtained on written and justified request from the Charity's Head Office.

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