

IMHR 2016

THE INTERNATIONAL
MARITIME HUMAN
RIGHTS CONFERENCE
14 SEPTEMBER 2016

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EVENT GUIDE



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WELCOME



I would like to warmly welcome all delegates, speakers and sponsors to this exciting and challenging inaugural maritime-focused human rights conference: 'Respect, Responsibility and Remedy in the Maritime Environment'. Please enjoy the venue, our hospitality and engagement with your fellow attendees.

Over the last three years it has become increasingly clear to our charity that there is a real need and requirement to explicitly focus on the issue of 'human rights at sea'. This has also been driven by a realisation from the maritime welfare community, from among some flag States and shipowners, global commercial organisations, civil society groups, affected seafarers and fishers working in the global supply chain and their families, that human rights fundamentally underpin everything that they do, that they are intimately linked to workers' labour rights and, consequently, that protections and effective remedies result in fair and lawful working environments.

Today, we bring together multiple stakeholders, interest groups and individuals to participate in a comprehensive programme from which it is intended that everyone will have the opportunity to learn from other people's practical experiences and expertise. It will provide a new forum and developing future platform to objectively drill-down into the challenges, abuses, policy and legislative developments and successes in the field of human rights throughout the maritime environment.

I would like to publicly acknowledge and congratulate the very hard work and dedication put in by the Advisory Board, as well as the organisers and the media team from Petrosport Ltd and Jeanius Consulting Ltd who have delivered this stimulating event. The realisation of this day in a famous central London venue with wide international engagement and outreach has been a huge logistical and media profiling effort, especially set against the background of this being a first for such an occasion. I would also like to sincerely thank all our sponsors and donors who have made this day possible.

The International Maritime Human Rights Conference 2016 will give everyone an opportunity to directly participate, build new and expand existing relationships, and we hope leave with a renewed sense of purpose to actively address human rights awareness and abuses at sea wherever they are discovered. Further, this day will positively support the continuing international advocacy of our founding principle that '*Human rights apply at sea, as equally as they do on land*'.

David Hammond

CEO

Human Rights at Sea

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Ensign Events Ltd is a joint venture between Petrosport Ltd and Jeanius Consulting Ltd formed specifically for the International Maritime Human Rights Conference.

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ADVISORY BOARD



Martin Foley

Apostleship of the Sea

The mission of the Apostleship of the Sea (AoS) is to serve and support the spiritual, pastoral and practical welfare of seafarers. When our port chaplains and ship visitors visit seafarers on their ships we gain their unique perspective on life at sea. Thankfully, the majority of seafarers are treated fairly by their employers, benefiting from good living and working conditions and appropriate salary levels. However, unfortunately we still encounter seafarers whose human rights are infringed. Salaries have not been paid for months. Others are bullied and subject to physical or verbal harassment. Others still are forced to live and work in filthy, sometimes insanitary conditions.

Many seafarers are reluctant to complain, fearful of compounding their situation and being blacklisted. Perhaps those responsible for these human rights abuses believe that seafarers' invisibility in our society allows them to act with impunity. Regardless, so long as seafarers' human rights are not universally upheld and respected AoS is pleased to work with fellow NGOs, like Human Rights at Sea, to build a maritime world where seafarers' human rights are recognised and protected. We welcome this first International Maritime Human Rights conference as a wonderful opportunity to shine a spotlight on the human rights of seafarers and fishers.



Robert Greenwood

National Federation of Fishermen's Organisations (NFFO)

I have stood on the deck of a small fishing vessel when the air temperature is six degrees below zero and the easterly wind is so bitter that icicles have formed on my eyebrows, yet even in this harsh environment after 10 hours on the deck I still wanted to be there. It is this basic choice that I had – even when the environment created inhumane conditions of work and the catch was not always one that made a profit – that is worth protecting. I had the freedom to make that choice.

It is not just about money – our human rights are so important to our society and industry and this is why I was enthusiastic about being involved in the IMHR event and helping on the Advisory Board.

The allure of fishing can be very strong. For most fishermen it is a way of life, not just a job. But, unfortunately, fellow fishermen around the world are not working in fishing out of their own choice, and in some cases it is against their will. The International Maritime Human Rights conference is an important event where the maritime industries that rely on labour can openly share and understand the challenges and problems, as well as the solutions.

The fishing industry has a mixed and diverse range of crews and skills required around the world, and we see vessels fishing in nearly every sea delivering millions of tons of affordable and, when properly managed, environmentally friendly protein. But these crews can find themselves a long way from home and, in the most alarming cases, having their freedom taken from them through forced labour, debt bondage and violence used to create fear and intimidation. This behaviour should never occur and as a fisherman I feel ashamed that people who share my livelihood could exploit crews in such appalling ways.

With the introduction of the Modern Slavery bill in the UK our domestic fleets find themselves under greater scrutiny than ever before, and it is essential that we are aware of potential offences that many vessel owners may not know about. I have met Filipino crews who are as loved by the skippers as any member of the family and yet there were still flaws in the employment of the crew that neither the owner or crew were aware of or concerned about.

I think that by making owners and crews aware of the issue of human rights at sea we can avoid these technical errors that are not the fault of the owners but created by the complications faced when employing crews from around the world. However, offences are not all about the exploitation of foreign workers. There are many crews from local ports who haven't received their share of a catch or have had deductions made by way of punishment for events often beyond their control.

In the near future we will be implementing the ILO's Work in Fishing Convention which will be an excellent opportunity to make sure everyone is aware of the need to protect and enhance workers' lives – wherever they are in the world.



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Member of Mackrell International



Nigel Shattock

Seafarers UK

People's welfare, and the general aim for a good or improving quality of life, is a key issue across all cultures, nationalities and industries. But there are, of course, some places in the modern world where a person's basic human right to live a life or work in an environment that is free from harm, harassment or discrimination, that is safe and secure and where there is access to such basic human needs as food, shelter, health, hygiene and equality of treatment, is still either restricted or openly ignored.

The safeguarding of human rights within the maritime environment is crucial because more often than not it's a case of 'out of sight, out of mind' for seafarers, who tend to lead more isolated lives than those of other industries. This can risk leading to a community (on whatever scale) that is often more vulnerable or susceptible to abuse than others. But the protection of human rights should apply equally at sea as on land, and with shipping being such a critical factor to the smooth running of the world's economy it can no longer afford to have less than a zero tolerance approach to such matters.

Seafarers UK's focus is on improving the quality of life for serving or ex-seafarers who are in need, and their families. In doing so the charity targets its funding across such diverse areas as supporting the families of seafarers who are or have been held captive by pirates, improving the coordination of port welfare services, helping to identify and quantify missing seafarers, providing advice services for seafarers with nowhere left to turn, and much more.

Seafarers UK is supporting the IMHR conference because this is the first event of its kind to look at human rights issues within the maritime sector across the piece, from corruption to abandonment, and from human trafficking to LGBT issues. Whilst there is still so much to be done to improve the working lives of all seafarers, this is also a great opportunity to clarify whether existing legislation and regulation really is taking the full spread of human rights issues into account within the maritime environment. If not, then it is Seafarers UK's hope that this conference might start to aid policy makers in identifying new areas of focus or collaboration, helping to reduce any human rights abuses that are still occurring for working seafarers in those particular areas.



Revd Andrew Wright

The Mission to Seafarers

The Mission to Seafarers supports all efforts focused on promoting human rights at sea. From its foundation 160 years ago, it has been integrally involved in highlighting injustice and in working to ensure the protection and well-being of seafarers across the world, often in partnership with others.

It has been witness to many dramatic improvements over those years and is glad to have played some part in the processes that have led to positive change. Many ships and shipping companies operate to high standards and place a strong emphasis on crew welfare. However, Mission teams, especially in some parts of the world, still regularly come across cases of serious concern. It remains the case that life at sea can be hidden, making exploitation an ever-present possibility for unscrupulous companies or individuals.

An enhanced framework of legal protection has played a significant role in the advancement of human rights at sea and has supported relevant authorities, as well as welfare organisations, in taking issues forward. In some places, however, the impact of change has been less pronounced and within some sectors, fishing amongst them, legal protection remains minimal and there is abundant evidence, including from Mission personnel, of a serious shortfall in basic standards of welfare, support and care.

In that context, The Mission to Seafarers welcomes the IMHR conference. It will provide a further forum to address the whole range of issues connected with human rights at sea and to ensure that hidden exploitation and abuse is clearly brought into the light. More than that, we hope it will lead to renewed commitment and concrete steps towards further significant improvement.



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CONFERENCE PROGRAMME

08:00	Registration & Welcome Coffee <i>The Royal College of Surgeons, Lincoln's Inn Fields, London</i>
08:45	Conference Opening Remarks <i>David Hammond, Human Rights at Sea</i>
SESSION ONE: HUMAN RIGHTS AT SEA – SETTING THE SCENE	
09:15	The Importance of Human Rights in the Maritime Environment <i>David Hammond, Human Rights at Sea</i>
09:30	A Shipowner's Perspective: How Human Rights impact Business and Reputation <i>George Tsavlis, Tsavlis Salvage</i>
09:45	Shipmanagement: Sustainability and Growth through Protection of the Human Element <i>Kuba Szymanski, InterManager</i>
10:00	Migration <i>Peter Sweetnam, Migrant Offshore Aid Station (MOAS)</i>
10:15	Human Rights and Fishers' Welfare <i>Ment van der Zwan, Pelagic Freezer-trawler Association, FISH-Platform</i>
10:30	Networking Coffee Break
SESSION TWO: BUSINESS AND HUMAN RIGHTS & CORPORATE SOCIAL RESPONSIBILITY	
11:00	Chairperson's Opening Remarks <i>Margaret Wachenfeld, Institute for Human Rights and Business</i>
11:10	The UN Guiding Principles on Business and Human Rights: What it means in the Maritime Environment <i>Margaret Wachenfeld, Institute for Human Rights and Business</i>
11:20	Corporate Social Responsibility on Trial: Lessons for the Maritime Industry <i>Phil Bloomer, Business and Human Rights Resource Centre</i>
11:30	Sustainable Fisheries and the Business Case for Integration of Human Rights Provisions <i>Libby Woodhatch, SeaFish</i>
11:40	The Private Maritime Security Industry: An African Perspective of Human Rights Provisions and Abuses <i>Conrad Thorpe OBE, Salama Fikira</i>
11:50	Human Rights and the Maritime Supply Chain <i>Alexandra Wrage, TRACE International</i>
12:00	Q&A / Panel Discussion <i>Additional stakeholder: Lisa Tremble, Mishcon De Reya</i>
12.45	Networking Lunch

SESSION THREE: MARITIME WELFARE – CHALLENGES AND RESPONSIBILITIES

This section will principally address seafarer welfare, and will also look at fishermen as well as piracy/maritime security (kidnap/armed guards). Input from maritime charities and union representatives.

14:00 Chairperson's Opening Remarks
Barry Bryant, Seafarers UK

14:10 The Role of Seafarers Welfare Organisations – Threats and Opportunities
Martin Foley, Apostleship of the Sea

14:20 Diversity at Sea
*Lieutenant Commander Chris Wood, Royal Navy and
Officer Cadet Sarah Stevens, Royal Fleet Auxiliary*

14:30 Psychological Support, Education and Training for Seafarers and Fishers
Professor Neil Greenberg, March on Stress

14:40 A Shipmanager's Perspective: Migrant Impact on Crew
Norman Schmiedl, Columbia Ship Management

14:50 Q&A / Panel Discussion

15:20 Networking Coffee Break

SESSION FOUR: MARITIME HUMAN RIGHTS ABUSES – INVESTIGATIONS AND POTENTIAL REMEDIES

15:50 Chairperson's Opening Remarks
David Hammond, Human Rights at Sea

16:05 Taking Responsibility for Seafarer Welfare: How Flag State Administrations should be Addressing Mandates to Protect Seafarers
Debasis Mazumdar, St. Kitts & Nevis International Ship Registry

16:20 The Use of Technology in the Investigation of Abuses at Sea
Wendy Betts, International Bar Association (IBA) eyeWitness for Atrocities Programme

16:30 Human Trafficking and Anti-Slavery – an English Law Approach
Parosha Chandran, 1 Pump Court

16:40 The Challenge of Migration: Stakeholder Response Strategies
John Dalby, Marine Risk Management

16:50 Shipbreaking and Human Rights Abuses
Ingvild Jenssen, NGO Shipbreaking Platform

17:00 Q&A/Panel Discussion

17:45 Conference closing remarks – incorporating Call to Action

18:00 Networking reception

SPEAKERS



Wendy Betts

International Bar Association (IBA) eyeWitness for Atrocities Programme

Wendy Betts is the Project Director for eyeWitness to Atrocities. Ms Betts has 20 years of experience in international development, rule of law reform, and transitional justice. She has managed projects throughout Eastern Europe as well as in Sierra Leone, Indonesia, and Haiti. She previously served as a Senior Program Manager in the International Programs Division of the National Center for State Courts and as the Director of the American Bar Association War Crimes Documentation Project.

Ms Betts has presented at international conferences on topics related to conflict prevention, war crimes, and accountability and co-authored a report entered as evidence in the trial of Slobodan Milosevic at the International Criminal Tribunal for the Former Yugoslavia.

Ms Betts has a M.A. in International Relations/International Economics from Johns Hopkins School of Advanced International Studies and a J.D. from the University of San Francisco School of Law.



Phil Bloomer

Business and Human Rights Resource Centre

Phil became Executive Director of the Business & Human Rights Resource Centre in September 2013. Based at the Centre's London headquarters, Phil is responsible for leading the global organisation, delivering the mission and strategic priorities, and ensuring effective management of programme, personnel, finance, and administration.

Prior to joining the Resource Centre, Phil was Director of Campaigns and Policy at Oxfam GB, where he was responsible for a team of 170 staff working across policy, advocacy, programme and campaigns. His team's priorities were food justice, humanitarian protection and assistance in conflict zones, and the provision of essential health and education for all. Previously he was head of Oxfam International's Make Trade Fair, and Access to Medicines campaigns.

Prior to joining Oxfam, Phil spent 11 years in Latin America and worked on human rights dimensions of business, including in food security, resource extraction; mega-projects; and business relations with public and private security in repressive environments.



Commodore Barry Bryant

Seafarers UK

Barry Bryant joined the Royal Navy in 1968. After several years flying as an Observer in anti-submarine helicopters, he completed the Principal Warfare Officers' course before returning to aviation as a Lynx Flight Commander in *HMS Brilliant* during the Falklands conflict, after which he was Mentioned in Despatches.

In 1983, he became First Lieutenant of *HMS Andromeda* before being promoted to Commander in 1986 and taking command of *HMS Hermione* and then *HMS Jupiter*. After a period with the UK Ministry of Defence running officers' training policy he then spent two years as Commander Sea Training at Portland. There were then brief spells at Northwood and in the First Sea Lord's office, either side of promotion to Captain in 1992, before a further two years in the MoD in the Defence Systems area.

In 1995, he took command of *HMS Endurance*, and Commodore Bryant's final four years in the Service were spent as the Director of Naval Service Conditions and of the Naval Personal and Family Service, covering almost every aspect of the personnel spectrum, including control of in-Service charities.

He was then appointed Director General of Seafarers UK (King George's Fund for Sailors), taking office in May 2002. As well as overseeing the charity's grant-making, fundraising and campaigning activities, he also influences the wider military and maritime sectors by chairing the Maritime Charities Funding Group, and with a seat on the Boards of the Confederation of Service Charities, the Merchant Navy Welfare Board, Veterans Scotland and the Forces in Mind Trust.

He also holds the office of President of the Chatham Naval Officers' Association and the Tunbridge Wells Sea Cadet Unit, *TS Brilliant*, with both duties helping him to keep in touch with maritime supporters on the front-line. He was appointed Commander of the Royal Victorian Order in the 2011 New Year's Honours List.



Parosha Chandran

1 Pump Court

Parosha Chandran is an award-winning human rights barrister based in London whose work and cases have significantly shaped the development of anti-trafficking law and policy.

In July 2015 she received the Trafficking in Persons Hero Award 2015 in Washington DC from US Secretary of State John Kerry for her work in developing the rule of law for trafficking victims and for providing 'unparalleled legal services to victims of modern slavery' in the UK and abroad.

With 18 years' practice at the Bar she has a multi-disciplinary practice comprising civil, criminal, immigration and public law and she has set leading precedents in all these fields. She represents child and adult victims of trafficking and slavery and works closely with NGOs. In 2008 she was presented with the Barrister of the Year Award by the Law Society's Excellence Awards for her pioneering work in what was then a little-known area of law.

The following year she received the Human Rights Lawyer Award of 2009 and was also named as a Woman of Achievement by the Women of the Year awards. Her cases include the leading trafficking asylum appeal of *SB (Moldova)* (2007), the first non-punishment criminal appeal of *R v O* (2008), the first civil claim for damages to be successfully taken against the Metropolitan Police for refusing to investigate a trafficker (2009) and *M v UK*, the first trafficking case against the UK to be taken to the European Court of Human Rights (2009).

In 2013 she acted for two of the successful appellants in the landmark non-punishment criminal appeal of *R v L and others [2013] EWCA Crim 991*, including a Vietnamese appellant whose criminal conviction as child for cannabis cultivation was quashed because it arose from his compelled status as a trafficked child.

She is the General Editor of the leading UK textbook *The Human Trafficking Handbook: recognising trafficking and modern day slavery in the UK* (LexisNexis, 2011) and is the co-founder of the Trafficking Law and Policy Forum, a multi-disciplinary educational think-tank on trafficking based in London.

Parosha Chandran has been Standing Counsel to Anti-Slavery International for a number of years. In terms of legislative advice she advised on the free-standing criminal offence of slavery and forced labour under Section 71 of the Coroners and Justice Act 2009 and between 2013 to 2015 she was consulted on every human trafficking, slavery and exploitation bill to emanate from Scotland, Northern Ireland and England and Wales. She provided independent expert advice in relation to key provisions of the Modern Slavery Act 2015, including to members of the House of Lords.

As one of the world's leading anti-slavery lawyers, Parosha is regularly instructed as an expert by the United Nations, the Organization for Security and Co-Operation in Europe (OSCE) and the Council of Europe, and she has been consulted on numerous key publications. She also regularly provides training for members of the judiciary and prosecutors from Member States of the OSCE and Council of Europe regions.



Captain John Dalby

Marine Risk Management

Captain John Dalby has represented the MRM Group since its formation in 1986. Prior to this, he served for more than 20 years at sea; initially aboard dry cargo vessels and, for the most part, on oil and chemical tankers with major shipping lines, including Shell and Mærsk Line – latterly in command of product carriers – but also aboard very large crude carriers (VLCCs). His extensive seafaring and maritime experience spans more than 50 years.

He has been a consultant to Lloyd's of London, the Institute of London Underwriters and to US underwriters with regard to bulk cargoes (liquid and dry) and to vessels.

He was a UK government-approved MARPOL surveyor and a recognised expert in shipping operations, risk management and loss control and fraud prevention in relation to oil and chemical, bulk grain and fertiliser cargoes.

Capt. Dalby set up the MRM Group's Maritime Asset Recovery and Protection (MARAP) service some 20 years ago and, in 1996, its Anti-Piracy Rapid Response Force. He was also instrumental in the development of MRM's covert satellite tracking system, ShipTrac.

Over the last 20 years, he has spoken at numerous international ship finance conferences in New York, London, Paris and Monte Carlo, focussing on the problems associated with defaulting ship loans and he is an acknowledged expert in that field.

In December 1999, he addressed the Parliamentary Maritime Group at the House of Lords in the United Kingdom on the subject of piracy and its growth – specifically but not limited to South East Asia.

In February 2011, MRM launched 'Globalert' – a maritime airborne surveillance and reconnaissance capability which is available to civilian security and defence organisations. The company also conducts personnel evacuation missions (MarEvacs) on behalf of multi-national companies operating in difficult environments.

In June 2011, Capt. Dalby founded the not-for-profit organisation The Merchant Shipping Maritime Security Foundation (known as MS2), dedicated to helping seafarers and those who protect them in the aftermath of a piracy attack.

In 2013, Capt. Dalby was elected an Associate Fellow of the Nautical Institute (AFNI).



Martin Foley

Apostleship of the Sea

Born in Sutton Coldfield, Birmingham in 1973, Martin Foley studied Law at Manchester University. After qualifying as a solicitor in 1998, Martin spent two years working in private practice in the West Midlands. In 2000, Martin undertook a Master's degree in Healthcare Ethics and Law at Manchester University.

Upon completing his M.A., Martin was appointed as Personal Assistant to former Liberal Democrat MP, Lord Alton of Liverpool. In addition to his work for Lord Alton, Martin spent the next four years working as a researcher for a variety of MPs and Peers in the Houses of Parliament.

In 2005, Martin was appointed as the first chief executive of Life, a national charity that offers an innovative approach to supporting women and families throughout pregnancy and beyond, including the provision of supported housing for pregnant women and mothers of young children. In almost five years at Life, Martin led the charity through a period of significant change and expansion in its charitable outreach, particularly in its care and education services.

In 2010, Martin was appointed as National Director of the Apostleship of the Sea, a charity that offers pastoral, spiritual and welfare support to seafarers visiting UK ports. He is also a trustee of the International Seafarers' Welfare and Assistance Network (ISWAN).

Martin is married to Anna-Marie, a General Practitioner, and lives with her and their five children in Leamington Spa, Warwickshire.



Professor Neil Greenberg

March on Stress

Professor Neil Greenberg is an academic psychiatrist based at King's College London and a consultant occupational and forensic psychiatrist. He also runs March on Stress, a psychological health consultancy specialising in occupational stress, psychological first aid and trauma risk management.

Professor Greenberg served in the United Kingdom Armed Forces for more than 23 years and has deployed, as a psychiatrist and researcher, to a number of hostile environments, including Afghanistan and Iraq. He is also the current President of the UK Psychological Trauma Society.

Professor Greenberg studied medicine at Southampton University and graduated in 1993. He then served as a general duties doctor on a number of warships and submarines and with two Royal Marines Commando units.

During his time with the Royal Marines he achieved his Arctic warfare qualification and completed the all arms commando course, earning the coveted Green Beret.

He has specialised in psychiatry and completed a Masters Degree in Clinical Psychiatry, a Doctorate in Mental Health and he is a Fellow of the Royal College of Psychiatrists. He is a specialist in general adult, forensic and liaison psychiatry, and is a member of the faculty of forensic and legal medicine and the faculty of medical leadership and management. He is also a member of the Expert Witness Institute.

Since 1997, Professor Greenberg has been at the forefront of developing peer-led traumatic stress support packages which are now in use by a wide variety of organisations. He has also developed evidence-based workplace tools and training for preventing, detecting and treating occupational stress which are used by organisations across the security industry, finance sector and by 'blue light' emergency services.

He provided psychological input for Foreign Office personnel after the events of 11 September 2001 and in Bali after the 12 October 2002 bombings. He has also provided mental health input into the psychological repatriation of a number of hostages over the past five years and he is an official advisor to Hostage UK.

He is the recipient of a number of awards for his work, including, in 2008, the Gilbert Blane Medal by the Royal Navy for his work in supporting the health of Naval personnel through his research.

Professor Greenberg has published more than 185 scientific papers and book chapters. He has presented to national and international audiences on matters concerning the psychological health of the UK Armed Forces, organisational management of traumatic stress and occupational mental health. He has been the secretary of the European Society for Traumatic Stress Studies, the Royal College of Psychiatrists' Lead on Military and Veterans Health and is an examiner on the Diploma in the Medical Care of Catastrophes.



David Hammond

Human Rights at Sea

Human Rights at Sea was founded in 2014 by David Hammond, an English Barrister-at-Law, former military seafarer and retired Royal Marines Officer. He has practical maritime operator and legal related experience and has variously served at sea in the North and South Atlantic, the Mediterranean, the Indian Ocean, Arabian Gulf and South China Seas since he first joined the Royal Navy at 18 years old.

When Human Rights at Sea became a Registered Charity in England and Wales in 2015, David stepped up to be the Chief Executive Officer (CEO). He is an advocate for the on-going international development, advocacy and drive for the explicit codification of the concept of 'Human Rights at Sea' throughout the maritime environment.

Separately, David has run an independent international legal practice as a self-employed Barrister where he has focused on public international, human rights maritime and criminal law matters.

He conceived and authored the *Khor Abd Allah Waterway (KAA) Protocols* adopted by Kuwait and Iraqi in 2008 which aided the determination of each State's territorial water limits. In 2011, he was instructed as Head Legal of the EU 'NESTOR' Counter-Piracy Technical Assessment Mission to East Africa where he conceived and delivered the on-going *EU NESTOR Legal Advisory Programme*.

In 2013, he authored and published the *100 Series Rules for Use of Force* for the maritime and maritime security industries for which he was a finalist for Maritime Lawyer of the Year in the 2013 *Lloyd's List Awards*. Between 2012-2014 he was the instructed UK Counsel to the Libyan National Council for Civil Liberties and Human Rights (NCCLHR) where he conceived and introduced the '*Declaration for Adoption of Business and Human Rights*' into Libya for the first time on 19 January 2014 and where he represented rape victims in their fight for justice.

Through the charity in 2015, David co-authored the first international guidance on the '*Deprivation of Liberty at Sea*' for suspected criminals, funded by the EU. In partnership with Marlins, David co-delivered the 2015 '*Humanitarian Response*' e-learning course for the maritime industry dealing with refugees and migrants. He has additionally published the first introductory commentary on the 2011 *UN Guiding Principles on Business and Human Rights in the Maritime Environment*, and participated in the Ethics Advisory Board for the World Maritime University's PROMERC (Protection Measures for Merchant Ships) project. Between 2015-2016 he led the International Humanitarian and Human Rights Law training programme for the EU Training Mission in Mali as a non-practising barrister while running the charity in his spare time.



Ingvild Jenssen

NGO Shipbreaking Platform

Ingvild Jenssen is Policy Director and Founder of the NGO Shipbreaking Platform, a global coalition of environmental, human rights and labour rights non-governmental organisations working for safe and clean ship recycling.

Since 2005, she has been the Platform's spokesperson and represented the coalition in negotiations and advocacy work at the United Nations and European level. Jenssen has also contributed to several publications on the issue of shipbreaking and has visited the shipbreaking yards in India, Bangladesh, Turkey and Belgium. She holds an MSc in Political Science from the University of Oslo. Prior to joining the Platform, she was part of ARENA, a leading research programme on European policies, where she contributed to the CIDEL project on the issue of minority rights and held courses in political theory for graduate students.



Debasis Mazumdar

St. Kitts & Nevis International Ship Registry

Debasis Mazumdar graduated from the Marine Engineering Research Institute-India with a First Class Degree in Marine Engineering. His career at sea spanned 11 years with the last four contracts as Chief Engineer. His sea experience includes sailing on bulk carriers, tankers, refrigerated cargo ships, container ships/multiple cargo, livestock carriers, car carriers, Ro-Ro cargo and general cargo ships.

On moving ashore in 1994 Debasis became a Classification Society Surveyor for the American Bureau of Shipping (ABS) for 10 years as Marine Senior Surveyor, ISM/ISPS/ISO Lead Auditor.

In 2004 Debasis joined the UK Flag (Maritime and Coastguard Agency) as a Marine Surveyor and Port State Control Officer and Lead Auditor for ISM/ISPS/ISO 9000/ISO14000 and MLC. Debasis went on to become the Head of ISM (International Safety Management) for the UK and Head of ISO 9000 & ISO 14000 Certification in 2008.

At the start of June 2011 Debasis Mazumdar was appointed as the Head of UK Ship Register – responsible for developing and marketing the UK Flag. UK Flag tonnage went up from 6.1 million Gross Tons in 2001 to 18 Million Gross Tons in 2012.

In August 2015 Debasis moved on to join the St.Kitts & Nevis Flag as the CEO and the International Registrar of Shipping and Seamen headquartered in London. His goal is to take this Flag to a different dimension to compete with the top class open registers. There has been an increase of business with more new tonnage coming into the registry by way of newbuildings.



Norman Schmiedl
Columbia Shipmanagement Ltd

Norman Schmiedl is the Crewing Director of Columbia Shipmanagement Ltd. He is based in Limassol, Cyprus. He joined Columbia Shipmanagement in 2005, initially as a Crewing Superintendent and was later appointed head of the crewing department in 2006.

In 2010, he was moved to a non-operational, strategic Marine HR role and as Human Resource Manager Seagoing Personnel managed the worldwide crewing office network of Columbia Shipmanagement. Part of this role included advising on the remuneration packages of 14,000 seafarers.

Norman Schmiedl studied in Germany and New Zealand and holds Engineering and Business Management degrees. He is a member of the INTERTANKO Human Element in Shipping Committee, the Cyprus Shipping Chamber Manning and Training Committee as well as the Cyprus Shipping Chamber Labour Affairs Committee.



Officer Cadet Sarah Stevens
Royal Fleet Auxiliary (RFA)

Sarah joined the Royal Fleet Auxiliary (RFA) three years ago and is due to qualify as a Third Officer in December. She represents the RFA in the Naval Servicewomen and COMPASS (The Royal Navy's Sexual Orientation and Gender Identity Network) committees and regularly writes articles for *Nautilus International* and the *Defence Intranet*. She is also an LGBT+ advisor for the charity Human Rights at Sea.

Sarah is passionate about diversity and inclusion and is keen to improve the visibility of the RFA within the Ministry of Defence and the Royal Navy, bringing the specific issues that the LGBT and female RFA personnel face at sea to the forefront. In her spare time Sarah volunteers as a Special Constable in the North West of England.

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Pete Sweetnam

Chief Executive Officer, Migrant Offshore Aid Station (MOAS)

Pete Sweetnam started his working life as a merchant navy officer, but has been involved in the development and relief sectors since the mid-1980s. In addition, he built up and ran an engineering company in Scotland with a business partner.

Throughout his professional career, Pete has worked as an engineer, manager, leader, consultant and director of a number of organisations, including Save the Children UK, and Merlin. His experience lies in growing medium-sized organisations as well as working within large multi-membership organisations, including the United Nations and its donors.

Pete brings a deliberate focus on delivering high value results for the beneficiaries his organisations serve. To achieve this, he employs an all-encompassing approach of designing, developing, funding and running high impact, large scale programming. Pete has led humanitarian programmes in over 20 countries across Africa and Asia in a number of wide-ranging sectors, including health organisations, community development, water and sanitation, as well as livelihood programming.

Married with two children, he now lives in Malta.



Captain Kuba Szymanski

InterManager

Captain Kuba Szymanski started his sea career in 1985. He graduated from the Maritime University of Szczecin with a Masters degree and began his deck officer career with the then Dorchester Maritime Ltd Isle of Man (IOM). He sailed onboard gas/chemical and product tankers, attaining his first command as a Master in 1999.

In 2001, he commenced shore assignment as a marine superintendent at Dorchester Maritime Ltd IOM, and was promoted to marine manager, DPA in 2004. In 2007, he joined MOLTANK Ship Management in London, as a General Manager. In 2010, he joined InterManager as Secretary General and moved back to the Isle of Man.

He is a Member of the Nautical Institute Executive Board and TK Foundation Board of Directors. Capt. Szymanski has also studied for an Executive MBA with the International Business School Isle of Man/Liverpool John Moores University.



Conrad Thorpe OBE

Salama Fikira

Conrad Thorpe OBE was born and brought up in East Africa. As a youth he boxed at school and later he was Captain of the Kenya national swimming team and a Commonwealth athlete.

Due to his predilection for water, he joined the Royal Marines and then the Special Boat Service. Some notable operational command appointments included leading the immediate, anti-terrorism response to 9/11, in Afghanistan, as well as planning and executing maritime counter-narcotics interdiction operations in the Atlantic.

After commanding the UK's amphibious Commando Training School, he returned to Africa and founded Salama Fikira, winning the first contract in the Indian Ocean by providing strategic planning and protection to a large offshore energy project.

As Somali piracy became more prevalent, Conrad worked to assist seafarers who had been kidnapped and was responsible for the maritime release of over 100 hostages in extreme conditions. He has significant experience of operating on the high seas where governance and the rule of law are challenged by turbulent and complicated situations onshore. Today, Salama Fikira delivers maritime, offshore and land security services across sub-Saharan Africa, the Atlantic Ocean, Mediterranean Sea, greater Indian Ocean, SE Asia and Gulf of Guinea.

In 2014, he was a member of the first, successful, four-man amputee team to swim the English Channel. Conrad Thorpe is the CEO of the Salama Fikira Group and has an MA in War Studies and Defence Technology. He lives in tropical Africa with his family.



Lisa Tremble

Mishcon De Reya

Lisa Tremble is External Affairs Director for Mishcon de Reya. She oversees external and internal communications, government affairs, PR and related campaigns for the firm and runs the social impact strategy which encompasses pro-bono work and charitable giving. Lisa also offers clients a strategic communications service which combines the firm's legal and reputational offer with her political, governmental and media skills.

Before joining Mishcon, Lisa provided political, media and policy advice to various Government Ministers, including Charles Clarke, James Purnell and David Miliband, across four Departments including the Department for Education, the Home Office, the Department of Culture, Media and Sport and the Department for Work and Pensions.



George A. Tsavlis

Tsavlis Salvage

George A. Tsavlis was born in London. He graduated from Athens College in 1968 and having acquired professional qualifications in Shipping (F.I.C.S., A.C.I.Arb), he concluded his graduate and postgraduate studies in Shipping Law at University College London in 1973, with an L.L.M. degree. In 2009, he qualified as a Mediator at the ADR Group London and, in 2014, was certified as a Mediator by the Greek Ministry of Justice, Transparency and Human Rights.

He familiarised himself with the shipping and salvage sectors from a very early age by being engaged in the family business. George is a Principal at Tsavlis Salvage Group and represents the business on both a commercial and environmental basis internationally. He holds the position of Past Chairman of INTERMEPA (International Marine Environment Protection Association), Chairman of CYMEPA (Cyprus Marine Environmental Protection Association), which received the Cyprus Maritime Prize 2007, as well as member of the Board of Directors of the Cyprus Union of Shipowners and Honorary Chairman of the Tsavlis Cultural Foundation. Furthermore, he was awarded the 2016 Capital Link Greek Shipping Leadership Award, in recognition of his unique and extensive contribution to shipping and Greece and for his overall outstanding service to the shipping industry made by him individually, as a family and by his company as a Group.

George is a frequent keynote speaker and panelist at numerous maritime-related conferences. He is an avid supporter of various charities, an art and music enthusiast and has completed nine London marathons. He is a father of five children.



Ment van der Zwan

Pelagic Freezer-trawler Association, FISH-Platform

Ment van der Zwan was born in 1957 in a fisher folk family. His mother was a net repairer and his father was a fisher who skippered many Dutch fishing vessels for small pelagic fish such as herring, mackerel, horse mackerel and blue whiting.

After a short period as correspondent for a Dutch social security institute, Ment started working for the Cornelis Vrolijk group of fishing companies in IJmuiden, Netherlands, in 1979.

Over the years, Ment has represented the Dutch fishing vessel owners in various social dialogue committees. He was deeply involved in the making of the ILO Work in Fishing Convention, 2007; he was spokesperson for both the shipowners and seafarers when the Netherlands implemented the Maritime Labour Convention, 2006; he is spokesperson for the employers in the EU Sectoral Social Dialogue Committee in Sea-Fishing; and he is the chair of the FISH Platform.



Margaret Wachenfeld

Institute for Human Rights and Business

Margaret Wachenfeld is Director of Research and Legal Affairs with the Institute for Human Rights and Business. She started her career as legal counsel to the Danish Institute for Human Rights. After practising law in a commercial firm, focusing on environmental and corporate responsibility issues, she joined the International Finance Corporation (IFC) (World Bank Group) to work on environmental and social dimensions of project finance transactions.

Ms Wachenfeld later served as human rights advisor at the IFC where she was deeply involved in the process leading to the incorporation of human rights issues into the first round of IFC Performance Standards. More recently, she was senior policy advisor to UNICEF, covering a wide range of child rights issues.

She has a BA in biology from Wellesley College, a juris doctor (JD) and masters in international and comparative law (LLM) from Duke University School of Law, and a PhD in law (licentiate) from the University of Copenhagen.



Lieutenant Commander Chris Wood

Royal Navy

Highly experienced in the people and training space, Chris Wood joined the Royal Navy in 2001 and is currently working in the Ministry of Defence, with responsibility for the successful transition of military personnel to civilian life. He has over 10 years of expertise in equality, diversity and inclusion, as an internal diversity adviser and policy officer.

Chris is the Co-Chair of Compass Network (the sexual orientation and gender identity network of the Naval Service) and on the Naval Servicewomen's Network committee. This year, he led the UK Armed Forces contingents at London Pride and his achievements have been recognised in *The Telegraph* 'Out at Work' Top 50 LGBT Executives in Business List and *Telegraph* Pride Power List 2016.



Libby Woodhatch

SeaFish

Libby Woodhatch is Head of Advocacy at SeaFish, where her remit includes increasing stakeholder awareness of the seafood industry and seafish, as well championing the SeaFish Responsible Fishing Scheme (RFS).

Prior to starting this role in 2012, Libby was CEO of the industry body Seafood Scotland for 10 years, where she helped improve the value of return to the Scottish seafood industry.

Libby also sits on the MSC Stakeholder Council and is Trustee of the Fishermen's Mission and the Billingsgate Seafood Training School.



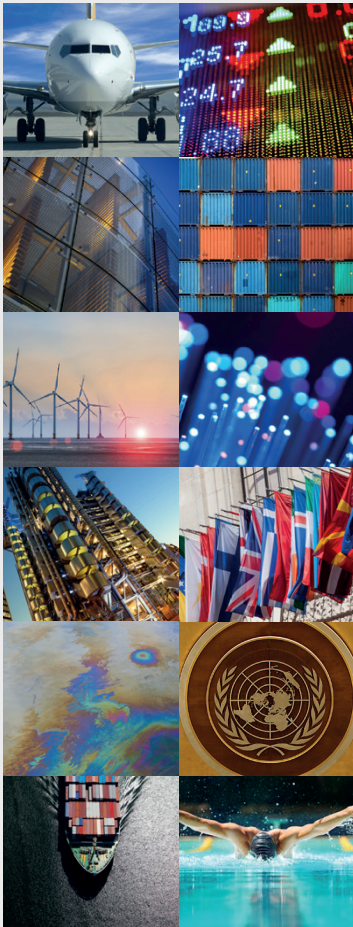
Alexandra Wrage

TRACE International

Alexandra Wrage is president and founder of TRACE. She is the author of *Bribery and Extortion: Undermining Business, Governments and Security*, co-editor of *How to Pay a Bribe: Thinking Like a Criminal to Thwart Bribery Schemes* and the host of the training DVD *Toxic Transactions: Bribery, Extortion and the High Price of Bad Business*, produced by NBC. Ms Wrage has written three compliance guidebooks and is a guest blogger for Corporate Counsel. She speaks frequently on topics of international law, anti-corruption initiatives and the hidden costs of corruption.

Ms Wrage is a former member of FIFA's Independent Governance Committee and served on the 2015 B20 Taskforce on Anti-Corruption, which drafted recommendations to G20 leaders for consideration in their global economic policies. She has held numerous committee positions, including Chair of the Anti-Corruption Committee of the ABA's International Section and Chair of the International Legal Affairs Committee of the Association of Corporate Counsel, and has participated in anti-bribery working groups with the OECD and UN Global Compact.

Ms Wrage was named one of the 2016 Maryland's Top 100 Women by *The Daily Record*, one of the Canadians Changing the World by the *Toronto Globe & Mail* and received the 2014 Women in Compliance Lifetime Achievement Award for Service to the Compliance Industry. Prior to founding TRACE, Ms Wrage was international counsel at Northrop Grumman. Ms Wrage, a Canadian, studied law at King's College, Cambridge University.



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