

THE UKRAINIAN CRISIS

Questions and answers concerning our Ukrainian seafarers

How do I get my money?

So far, we do not have any problems transferring your wages to Ukrainian banks. As you already know, we have switched from US-Dollar to Euro to ensure continuous payments. We also offer to keep your money safe in our deposit for the time being. In this case, you will receive payment slips as security - and we will hand out the money to you on your demand. To check your current balance you may write to wages@nwcompetence.com. Cash payments are also possible. However, due to very strict regulations in many countries, only small sums can be paid out. For security reasons, we strongly advise you not to carry larger sums of cash with you.

How long can I stay aboard my ship?

- The maximum period is 11 months as per collective bargaining agreement (ITF, LSMUF). This means that your contract for your current vessel will expire after a maximum of 11 months - not matter what.
- Under special circumstances, the flag state of your vessel might grant an exception to the 11 months rule. However, this will only be applicable in very few cases and requires the consent of all parties involved. We do not recommend this procedure.

What happens when I leave the ship?

We are able to offer our Ukrainian seafarers four options:

1. We offer you to get you to a destination in Europe of your choice, except Ukraine. If you travel on from this destination, it will be at your own risk.
2. We bring you to the county of Leer in Germany. This is where EMS-Fehn-Group is headquartered. You may enter Germany without a visa and will be allowed to stay for 90 days without any further permits. This period can even be prolonged by another 90 days. However, in the long run, you will need a residence permit to stay in the country. We advise you to apply for this permit as soon as you get to Germany, because once you apply for it, you will be granted health care and social benefits to cover daily expenses for the period of one year. Don't worry, we will assist you in dealing with authorities.
3. We provide you with a new contract on a different Fehn Ship vessel or a vessel of one of our partners.
4. You may stay aboard your current vessel as a passenger as defined in the guidelines of ITF/LSMUF. However, this is only possible if the vessel has enough bunks. You will be provided with provisions.

What happens when I accept the offer to go to Germany?

We will support you in dealing with German authorities and accompany you through the entire process. In close cooperation with local authorities, we will also find an accommodation for you. In addition, we will provide you with an interpreter in case you need one - when visiting authorities or a doctor, for example.

Germany has made it easy for Ukrainians to enter the country and to apply for a residence permit allowing for a prolonged stay. Without this permit, you will be allowed to stay in the country for 90 days without a visa. This period may be prolonged for another 90 days. However, we advise you to apply for the residence permit as soon as you enter the country, because then you will have access to free health care and social benefits to cover daily expenses for the period of one year. You will be allowed to take on a job in Germany to earn money.

If I go to Germany, what happens to my family?

By law, the members of your family - for example your wife - are allowed to come to Germany as well. Just like you, they are entitled to free health care and social benefits once they apply for a residence permit (see above). They can also take on a job. Furthermore, we will find an accommodation for your family members and supply an interpreter in case of need. Please be aware that we will also support your family while you are still aboard or in your home country. If you want to, you can always join them later in Germany. Be aware that the procedures with regard to stays in Germany mentioned above apply to all people coming from Ukraine to Germany.

What about the education of my children in Germany?

Your children will be able to attend school or kindergarten. Starting at the age of 6, children have to go to school in Germany. Currently, there aren't any special classes for refugees, so your children would attend a regular German school. In case the number of refugees from Ukraine rises further, German authorities might install so-called welcome classes which will offer special schooling for children from the Ukraine (with a focus on learning German).

Children younger than 6 years may go to the kindergarten in Germany. Local authorities are in charge of supplying spots. We will assist you in applying for a spot in a kindergarten if needed.

A final word

In these dreadful and uncertain times, the welfare and safety of our seafarers and their families are more than ever our top priority. We focus on helping all of our employees who are innocent victims of the terrible events in Ukraine.

Our team is available 24/7.

We urge you to contact us in case of any questions. You may contact us via the address **ukraine@nwcompetence.com** which we have specifically established for this purpose. This mail address is secure, and we will treat every mail confidentially.



You may also call us at **+49 170 561 2090**. This number may also be used by your families, if they have any questions or concerns.