



Caring for seafarers  
around the world

# the SEA

Issue 4, 2024



Credit: ORCA/Anna Bunney

A humpback whale breaching

## Activists of the sea

*Seafarers have the power to monitor and protect our oceans* **By Felicity Landon**

**C**itizen science is all about public participation and collaborating in research, to build up knowledge and data. When it comes to the ocean, who better to be those citizen scientists than our seafarers?

The concentration of plastics in our oceans increased from around 16 trillion pieces in 2005 to an estimated 171 trillion in 2019 and scientists have warned that this volume could triple by 2040 if no action is taken. These stark figures were reported by scientists last year as nations signed the UN High Seas treaty aiming to protect 30% of the oceans. Meanwhile, chemicals, oil spills and other pollutants add to the mix – as National Geographic reported in August, a once flourishing ocean ecosystem is on the brink of collapse.

What can seafarers do about this? The answer is probably a whole lot more

than they think, from taking pictures to reporting dolphin sightings to learning more and setting good standards in everything from engine maintenance to choice of cleaning products.

“Seafarers – you have the most important role in the world, more important than all the scientists”, says Graeme Somerville-Ryan, founder of Eyesea. “Please take pictures and understand that these pictures have far more impact than you think.”

Eyesea has a mission to map global pollution and maritime hazards through photographs taken and submitted by anyone on or near the ocean. When it comes to reporting and understanding “carpets of pollution” on the oceans, “you don’t need a scientific approach – you just need a seafarer, because they understand the sea”, says Somerville-Ryan.

He says that when Eyesea was set up in 2020, there was a lot of talk about marine pollution, its effect and the scale of the problem but regulations seemed to be only about making life at sea harder – “very much punitive, where shipping would be punished, not where shipping can help”.

“Nobody seemed to ask seafarers for their ideas. We realised, if shipping wants to be involved, seafarers are the assets to help. So our approach is looking at how ships and seafarers can be involved in ocean protection, not being criminals of the sea – and that seems to have hit a chord.”

### Down the lens

A picture, as they say, is worth 1,000 words. Eyesea is all about the impact on the public and on legislators to drive change: “Our job is to map and provide

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ORCA citizen scientists on board the Isles of Scilly Steamship Company's Scillonian



Credit: ORCA/Anna Bunney

the data to others. How do you organise a group of volunteers to clean a beach on a Sunday afternoon? Pollution is an industrial problem now, so we need to look at industrial solutions – and it all starts with the data.”

Eyesea works with sponsors and funders to organise clean-up efforts on beaches and shorelines around the world. It is currently funding clean-up work in India, is looking at extending its presence in South America, and has signed MoUs with the Galapagos and Easter islands, where alarming levels of waste end up.

“My personal view is that picking up the rubbish in the ocean is an inefficient way of dealing with this – it’s better to pick it up on the beach,” says Somerville-Ryan. Funding raised by Eyesea helps with analysis of data, supporting recovery efforts including buying capital machinery, and recycling and processing waste. “If money is a limiting factor, we should look to spend resources where there is most impact on communities and where recovery is easiest.”

A picture of a cola bottle, a net or a giant piece of polystyrene floating in the middle of the Pacific will have an enormous impact on people who fund onshore clean-ups and on laws around pollution, he emphasises.

Somerville-Ryan believes that the ships and seafarers willing to

collect this data by taking and uploading photographs will have the ‘guardianship of the ocean’ in their mentality. “When you take a photo, do you need wi-fi? No, you don’t – just GPS. When you are in the ocean, it doesn’t matter if you are a couple of kilometres out in placing the picture. It has been fascinating as we build up a map of visual sightings.”

Through its involvement with the Galapagos and Easter islands, Eyesea is now on the INC5 Global plastics treaty programme. However, Somerville-Ryan doesn’t suggest there are always simple solutions. “For example, there is no problem recovering waste in the Galapagos, it is how you get it off the islands to a processing unit elsewhere. Now we are asking: does the shipping industry have a role in moving this stuff off the islands?”

### Prime protection

ORCA is dedicated to the protection of cetaceans – whales, dolphins and porpoises – and their habitats. The organisation believes that one of the most effective ways of protecting these beautiful creatures is by working with seafarers to achieve meaningful change. “By spending their lives at sea, seafarers of all types are uniquely placed to contribute to whale and dolphin conservation in a profound way. They can help

ensure we leave the marine environment in a healthy state for future generations to enjoy,” it says.

Opportunities to get involved include training to collect scientific data for better understanding of changes in cetacean populations; learning more about the impact of shipping on large whales and how to minimise the risk of vessel strike; and embedding whale and dolphin conservation into operations to minimise the impact on marine life.

Anna Bunney, who manages ORCA’s seafarer engagement work, says: “ORCA knows that those who live and work at sea care most about the ocean. It’s their workplace and home. Having seafarers out there monitoring whales, dolphins and porpoises is helping us learn more so that our measures can be effective.”

Data collection is at the core of everything ORCA does, says Bunney. “We train up citizen scientists to go out on cruise ships and ferries to collect data. This helps us to look at species population and hotspots.”

Anyone can use ORCA’s OceanWatchers app – seafarers, oil rig workers, people commuting from the Isle of Wight to Portsmouth or someone standing on a headland looking out to sea. ORCA runs an e-learning course to enable more in-depth use of the app, or there’s a ‘light’ version available without any training.

“People record when they see the animals, and collect data on how long for, distance, time, etc., and also record weather conditions, because this greatly impacts the ability to see the creatures, so it gives context.”

All the data comes through ORCA’s portal for in-house analysis, which feeds into an annual cetaceans report.

“We have been working with the shipping industry for more than 20 years – in fact, we are based in the Brittany Ferries office in Portsmouth,” says Bunney.

### Slowdown areas

ORCA works with seafarers to inspire them about the wildlife they are seeing, teach them about the creatures’ movements, and give them opportunities to get involved in the monitoring work.

“Seafarers are uniquely placed to continue dolphin conservation,” says Bunney. “If they collect data, this helps us to see where the hotspots are. As a result, we can make sure that slowdown areas are effective.”

ORCA’s vessel strike mitigation

course can be delivered through its e-learning platform or as part of in-house seafarer training.

Bunney says one of the most concerning issues is around operational pressures and the need to meet tight port deadlines: “It’s having to get to a certain place at a certain time, because we know the best way to reduce a vessel strike threat in hotspot areas of whales is to slow down. However, there is a real need to increase our knowledge of where the hotspots are, so slowdown schemes can be effective – and this comes down to seafarers collecting the data.”

There is, of course, a tendency to speed up again after slowing down in the relevant area and whales might have moved – “they are a highly mobile migratory species and can be extremely unpredictable”, warns Bunney.

“We have focused our training on how to scan the horizon and spot them as far away as possible. Any slowdown gives the whales more time to respond and the ship more time to figure out which way the whales are going and understand their behaviour – for example, if they are resting or feeding, they don’t move out of the way.”

Her message to seafarers: “We want seafarers to be out there monitoring and helping us to learn more so that the measures taken can be effective. Finally, no one wants to hit a whale. But reporting a vessel strike is really important, as it helps us to identify the hotspots to protect species at risk.”

## Sails and sailors

Clean Sailors was set up to raise awareness of ocean conservation opportunities with the main focus on the global sailing community.

However, its aims are just as applicable to the commercial sector as the sport and leisure sector, says sailor and ocean activist Holly Manvell, founder of Clean Sailors. She has a foot in both camps – she recently served as commercial director at Falmouth Harbour.

Manvell recalls sailing double handed across the Bay of Biscay with her father in 2019. “You get a lot of time on watch. It was an exceptional place to be – days from land, the wonderful smell, the wildlife ... and then you see a tonne of plastic bobbing about. We have known about plastic pollution for a long time, but it occurred to me that surely we as sailors, using and enjoying the sea, should be the first in line to

protect it. Clean Sailors started as a blog, articulating what I was learning about our natural environment, combining my studies in geography and oceanography and my passion for sailing.”

Clean Sailors has grown from one to five projects and now has more than 60 partners around the world.

One of its biggest projects is Resail. “We had old sails off a family boat and were looking for anything to do with them, but found there was no formal recycling facility anywhere in the world for old sails,” says Manvell. She set up the first global platform for old sails and this now connects 33 projects in 11 countries so that sailors can find places that use their old sails rather than putting them in landfill. The old sails are mainly used for household and domestic goods but one project is looking at using old sails for building shelters for people displaced by war or natural disasters.

Clean Sailors has an online store selling sustainable kit and runs a newsletter and podcast. “Our doors are always open in terms of feedback, comments and questions,” says Manvell.

“Our premise is that the ocean, regardless of your profession, is the most important ecosystem on our planet. So, whether you are landlubber or seafarer, it is the same for all of us. The seafarer sees first hand what the ocean looks like, sees the wildlife,

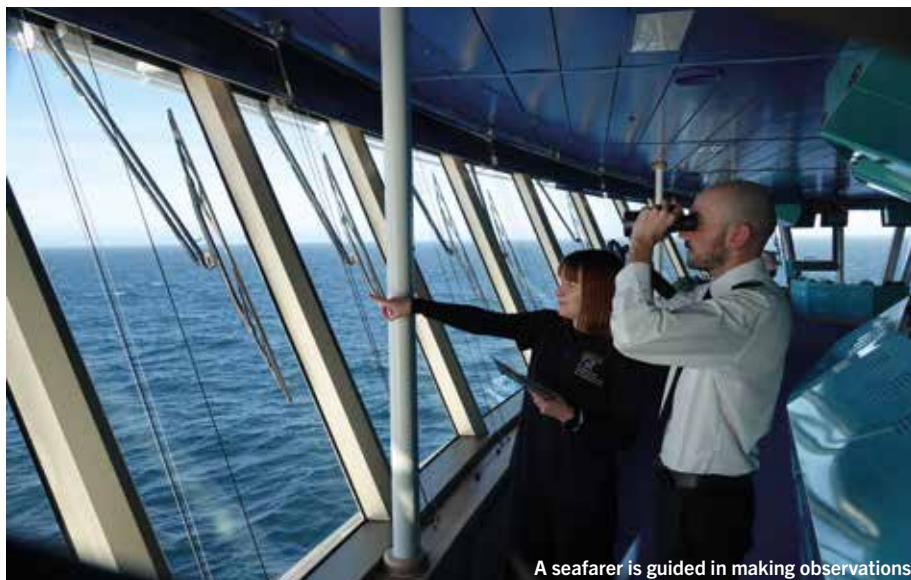
and sees the endless swells that have travelled thousands of miles.”

She believes that by listening, being inspired and learning about the ocean, people will want to protect it. That might just stop people flicking cigarette butts overboard (400 chemicals in each butt) or encourage them to use onshore pump-out systems rather than emptying tanks out at sea, reduce the use of single-use plastics or place more emphasis on engine maintenance. “About 5% of the oil and fuel in the water comes from the big catastrophic spills that make the headlines; the majority comes from day-to-day refuelling, engine emissions and oil leaks,” says Manvell.

Shipowners, managers and officers have a massive responsibility to set good standards, she says – for example, on policies around pumping out and engine maintenance. “It’s even down to the cleaning products you use on board. At times, unless there is legislation, it does take individuals to raise issues and say ‘we do really want to see this’.”

The younger generation is increasingly considering environmental and sustainability issues when choosing products, teams to work with or businesses to work for, says Manvell. “In terms of the future workforce, that is only going to increase in importance. We can put pressure on in a way that’s constructive. It is all about leading by example. If we all behaved poorly, imagine what society would be like.”

*“Seafarers – you have the most important role in the world, more important than all the scientists”*



A seafarer is guided in making observations

Credit: ORCA/Anna Burney

# Right support for mental health challenges

*Seafarers should report mental health issues and access the support available*

**By Captain Pradeep Chawla**

The pandemic exacerbated ongoing causes of seafarer mental health and helped bring the issues into the foreground. Responsible companies have made steps to improve provisions for crews, including greater access to the internet on board. However, we cannot become complacent. Mental health should be treated by our industry and its leaders with the same level of importance as physical injury, and more steps are needed to resolve ongoing challenges.

There is a pressing need for leaders to create a culture that encourages seafarers to report their mental health concerns and supports them to seek help. It must be seen as a sign of strength to speak up. Seafarers should educate themselves on their company's policies and procedures and know how to access the various support mechanisms available. There are also free resources and services provided by the wider maritime community, including charities.

Fatigue continues to be an ongoing challenge. Due to commercial pressures, it has sadly meant that minimum manning hours have often become the maximum. As such, complying with rest-hours regulations is often impossible. Extended fatigue impacts wellbeing and can lead to depression and anxiety.

Crews not only need mental health resources to cope with the usual demands of the role but for additional

stressors such as geopolitical tensions and impending changes of new fuels entering the scene. The International Maritime Organization (IMO) and International Chamber of Shipping (ICS) websites are good resources for understanding what steps are being taken to protect crews from being in the crossfire of geopolitical conflict and the resources and provisions being made for them regarding working with new fuels. ISWAN supports seafarers and their families with free helpline services, educational resources, relief funds and humanitarian support. Their 24-hour helpline provides confidential emotional support for seafarers in such challenging situations.

## Overcoming stigma

Crews must unfortunately still contend with the stigma attached to mental health. Responses to seeking out help such as "sea life is a tough profession, get used to it" must cease. If not, this only prevents the crew from reporting their issues until they grow worse, impacting their own safety or that of their fellow crewmates.

If faced with these attitudes, there are still resources available. Togetherall, funded by the Seafarers Hospital Society, provides an online peer-support community moderated 24/7 by fully trained mental health professionals and led by an on-duty clinical team.

Seafarers may think twice about reporting mental health issues if it will

affect their future career prospects.

There are unfortunately crewing agents who have been reluctant to rehire crew over concerns that they are not 'better' and will need further repatriation again soon or cause themselves harm when aboard. Unions such as Nautilus International and The International Transport Workers' Federation (ITF) as well as organisations such as CHIRP and Human Rights at Sea International can support you in such situations.

Digital training and resources have also become vital tools to support crews' wellbeing. Easily accessible micro-learning modules and videos can provide important health and safety information in engaging short formats of 1-7 minutes. Supporting seafarers with their mental health is important to us at MarinePALS and we are looking at releasing custom-built videos on this topic soon.

While positive steps have been taken to address seafarers' mental health challenges, fundamental issues remain. It is essential to break the stigma on mental health and create a safe environment for seafarers to report mental health issues without fear of repercussions and proactively solve their underlying causes. There are many resources, charities and support mechanisms for seafarers, and you do not have to suffer alone. [S](#) Captain Pradeep Chawla, CEO of MarinePALS, has more than 50 years of professional experience in the maritime industry.

# Building a culture of allyship in maritime

*Benefits of aligned support are many and varied* By Carly Fields

Promoting a culture of ‘allyship’ in shipping can proactively support individuals who face discrimination or unfair treatment and brings many benefits to life at sea, according to a new campaign from the International Seafarers’ Welfare and Assistance Network (ISWAN).

New guides from ISWAN aim to promote a culture of allyship within the shipping, cruise, and superyacht industries and are part of ISWAN’s global campaign, “*Safe at Sea...it takes all of us!*”, which focuses on the role of male seafarers in supporting their female colleagues.

Allyship sees any seafarer supporting any individual, even if they do not belong to the same group. While the concept of allyship has not been widely explored in the maritime sector, it can be particularly powerful at sea due to the diverse and international nature of the industry. Many seafarers may feel isolated or alone, being the only person of their gender, nationality, religion, or linguistic group on board.

ISWAN’s guides provide practical steps for both seafarers and maritime stakeholders to foster a culture of allyship. For seafarers, the guide offers advice on how to be a good ally to their colleagues, while the companion guide for maritime stakeholders explores ways to create a supportive environment at sea.

## Helping others

The benefits of allyship are multifaceted. At an individual level, allyship can enhance seafarers’ wellbeing and support their professional and personal growth. For teams, a culture of allyship can lead to healthier, safer, and more productive work environments. Ultimately, allyship contributes to a more inclusive and welcoming maritime sector, reducing harmful behaviours and improving recruitment and retention rates.

One group that can particularly benefit from allyship is women seafarers. They often face unique challenges, including higher rates of abuse, bullying, harassment, discrimination, and violence, as well as a lack of appropriate facilities and equipment. ISWAN’s guides provide practical actions that all seafarers, senior officers, maritime employers, and

other stakeholders can take to build a strong culture of allyship, particularly between male and female seafarers.

Georgia Allen, ISWAN’s projects and relationship manager, emphasises the importance of allyship in creating

fostering a culture of allyship can also have a broader impact on the maritime industry. By creating a more inclusive and supportive environment, the sector can attract and retain a more diverse workforce, which in turn can lead to

“One group that can particularly benefit from allyship is women seafarers”

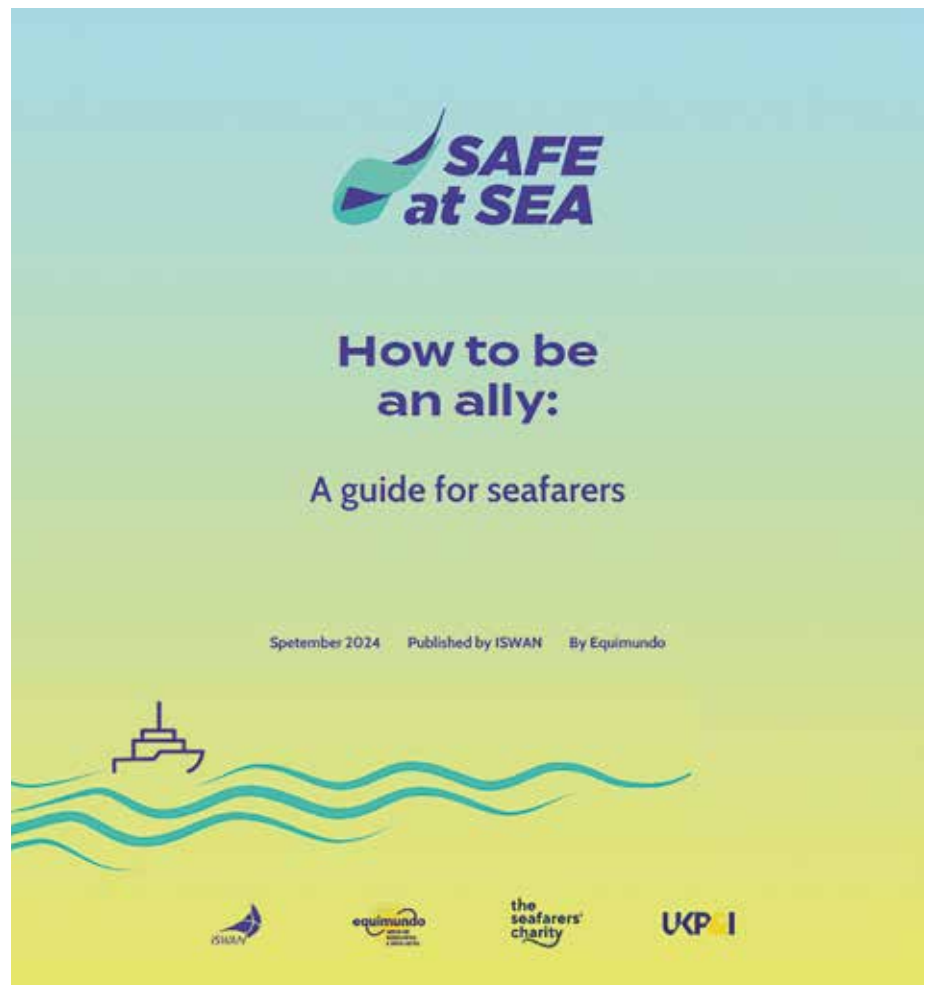
a more inclusive maritime sector: “Despite numerous initiatives to encourage more women to pursue careers at sea, there has been limited progress towards achieving culture change. Making a real commitment to being a good ally and fostering a culture of allyship is a concrete step towards achieving the structural change that is needed for women seafarers to experience safe and rewarding careers.”

Beyond the immediate benefits,

greater innovation and problem-solving. Additionally, a culture of allyship can help to reduce the stigma associated with mental health issues, encouraging seafarers to seek support when needed.



ISWAN’s free resources, *How to be an ally: A guide for seafarers* and *How to be an ally: A guide for maritime stakeholders* can be downloaded here. For more information, please contact ISWAN at [iswan@iswan.org.uk](mailto:iswan@iswan.org.uk).



ISWAN’s allyship guide aims to reduce discrimination

# Seven crucial reforms to enhance life at sea

*Diversity@Sea pilot identifies key areas for improvement*

By Susanne Justesen

**S**eamarer shortages are at a 17-year high, threatening the integrity of the global supply chain if improvements are not urgently seen.

In an effort to identify and create policies to address industry concerns, the Global Maritime Forum set up the Diversity@Sea pilot project, collecting over 50,000 data points across 10 months from 400 seafarers on 12 participating ships for a preliminary report, *Improving Seafarer Well-being*.

The study identified seven focus areas that would benefit seafarers worldwide by improving their wellbeing and work-life balance. The findings can be used by maritime companies, institutions, and regulators to create a healthier work environment at sea.

## Zero tolerance of abuse, harassment and bullying at sea

Shockingly, as reported by Nautilus in 2022, more than 28% of seafarers have

experienced some form of bullying, harassment, or discrimination at sea, with 42% of seafarers having witnessed this behaviour.

As part of the Diversity@Sea study, the participating vessels from 12 leading international shipping companies were required to have a zero-tolerance policy towards abuse, bullying, and harassment. The result was extremely clear; employee wellbeing was significantly improved due to this policy, with seafarers in general reporting that they feel safe from bullying and sexual misconduct at sea.

From the pilot study, an early learning is therefore that when zero-tolerance policies for abuse are integrated into safety protocols, anti-bullying training and disciplinary actions, it actually works. So, we have the tools to prevent bullying and abuse at sea – we now hope many more companies will use them.

## Flexible and improved contracts for seafarers

Seafarers often feel unfairly pressured to

extend their contracts beyond the initially agreed length, with excessive hours and scheduling uncertainty common.

The Diversity@Sea study highlighted the scale of the problem for seafarers. Some 48% of participants said their contracts were too long, and 35% reported contracts were frequently extended beyond the original agreement. This is a particular issue for those based in the Global South.

Current regulation from the Maritime Labour Convention (MLC) 2006 mandates the maximum contract for seafarers is 11 months, but the results show clearer regulations are needed to prevent seafarers from being coerced into longer commitments.

At a company level, increased flexibility should be offered to accommodate individual seafarers' situations. Contract lengths must be directly agreed upon in advance so there are clear upfront expectations. At a time when the number of seafarers is declining, these improvements are paramount.

**ALL ABOARD ALLIANCE**  
GLOBAL MARITIME FORUM

# CALLING ALL SEAFARERS!

Help us improve life at sea by joining the Diversity@Sea study

**How to participate:**

- #1 Scan the QR code
- #2 Select your preferred platform (WhatsApp, Messenger, Telegram)
- #3 Answer two daily questions for 5-6 weeks (1 minute per day)

*-it's that simple!*

Give your thoughts to the Diversity@Sea project

## Embracing the digital age

In the digital age, internet access is crucial to social connectivity with family and friends, but shipping has historically lagged behind in adopting new technologies. The Diversity@Sea pilot expected vessels to provide high-quality internet on board, which seafarers used for communication (56%) and music (11%). Without internet access, seafarers risk social isolation, with respondents reporting that they feel sad if they do not have adequate connectivity.

There is a clear link between mental health at sea and social connectivity via internet access. We would like to see the maritime industry provide seafarers with a minimum of 1GB of free internet access per day, enabling better social connectivity and overall wellbeing without seafarers relying on expensive pre-paid data cards.

## Guaranteed access to lifesaving helplines

The work of seafarers is often isolated and stressful in high-pressure environments. This can lead to serious challenges, such as mental health issues and harassment, compounded by being away from their usual support structures.

To successfully support seafarers when they need it the most, there should be universal access to anonymous helplines that allow them to seek help without fear of repercussions or privacy breaches on board.

In the study, all 12 ships provided access to an anonymous helpline and clearly communicated its availability. The results were successful, with 97% of respondents saying they were aware of such helplines and how to access them.

We would like to see third-party helplines become an industry standard to support seafarers when needed.

## Supporting seafarers with family life

Seafarers should not have to choose between a career at sea and a family. However, the support given by employers is not enough to support a thriving family life, creating additional stress in a job where work-life balance is already a challenge.

The study revealed the primary dissatisfaction with existing parental policies was seafarers not getting enough support from the company for starting a family (for example, 24% of respondents said the paternity package was not good enough). As 98% of seafarers are men, a sufficient paternity



Internet access is crucial to social connectivity with friends and family

Credit: Lurii Laimin

package would have a major positive impact on seafarer wellbeing.

We need to cement seafarers' rights to paid parental leave (both maternity and paternity) in national or international legislation to ensure that all have access to this crucial benefit. Paternity leave is often overlooked but is crucial to protect the wellbeing and rights of fathers as mandated by the MLC.

Women have been historically underrepresented in the maritime industry, meaning policies are often not suited to their needs. For example, pregnancy often unfairly impacts seafarers' career prospects. Pregnant seafarers should have the right to work at sea without being automatically repatriated when pregnancy is announced – otherwise, they lose all income immediately. Supporting a return to work following pregnancy is also a priority for businesses to increase retention.

Improving salaries would also help support families. Over a third of respondents also said that their income is too low to allow them to spend quality time with friends and family.

## Improved and inclusive PPE

Personal protective equipment (PPE) is an essential part of the job of being a seafarer. In fact, it is a legal requirement for working at sea – but it's often not inclusive enough to keep everyone safe.

The findings showed female seafarers are less satisfied with PPE than men, and common problems reported with PPE include it being too big or not fitting individual body types. This is highly concerning – quality PPE is vital to ensure seafarers can carry out their essential jobs safely, without distraction and unnecessary risk.

Implementation of inclusive PPE at a company level would be a good first step, but national or international guidance would be game-changing to ensure greater safety for the entire industry.

## Trust building and transparent training

High-quality training and appraisal systems make all the difference in advancing seafarers' career development, not to mention creating an atmosphere of trust and satisfaction on board.

A key finding from the study was the value of numerical appraisal systems, which were seen to help reduce bias by providing objective measurements that promote fairness and equality. Rank-specific training was also highlighted as essential for smooth progression, with companies and individuals alike benefiting from the training and upskilling of seafarers.

To engage and retain seafarers, we propose companies implement improved training and appraisal systems, setting the tone and expectations for work at sea.

These seven key areas for improvement are a crucial first step to improving life as a seafarer and, in turn, making the industry more attractive to talent. The Global Maritime Forum will use the insights gained from this study, along with further results from the Diversity@Sea project, to develop comprehensive guidelines to improve conditions for seafarers globally. We must prioritise these seven key areas to push for increased national and international regulation. The Maritime Labour Convention is an effective vehicle for these changes, and with amendment discussions approaching in April 2025, there is a huge opportunity to set better standards for working at sea, for all.

Would you like to be involved and help us develop guidelines and better standards for life at sea? If you are a seafarer, please join our comparative study by clicking here: <https://join.psy-fyi.com/276b29e0c155>. We would greatly appreciate your help. 🙏  
*Susanne Justesen is the director of human sustainability at the Global Maritime Forum. Susanne's expertise lies in skilfully employing diversity, equity, and inclusion strategies to enhance innovation dynamics within groups, organisations and industries, especially in contexts that demand adept problem-solving and decision-making.*

# Taking the taboo out of menstruation

*Addressing the reality of feminine hygiene products' supply on ships*

By Sandra Welch

The maritime industry is making great strides toward better gender representation. Thanks to the dedication of trailblazers who have shattered social and structural barriers, more women are thriving both at sea and onshore. Yet, despite this progress, women routinely encounter easily fixable challenges while working at sea – simply because the industry still assumes the average seafarer is male.

As our industry looks to embed the progress of the last decade, we must consider the simple and affordable solutions that will create a truly inclusive environment for everyone in our workforce.

Menstrual health is a vital consideration for women seafarers, who may spend weeks or months without easy access to the conveniences of life on shore. While discussions of this nature may have their own taboos in cultures around the world, employers should be mindful that a lack of feminine hygiene products could significantly impact a seafarer's ability to perform her duties. Beyond the moral imperative to ensure workers are physically healthy and comfortable, this expands into the possibility of female workers experiencing stress and discomfort when faced with having to approach their colleagues or supervisors in a male-dominated workforce to seek solutions – subsequently impacting their mental health and wellbeing.



High-level discussions are currently focused on the critical challenges women in shipping face, including harassment, bullying, wage discrimination, limited access to training, and fewer career opportunities. These conversations are vital, and I'm eager for our industry to fast-track solutions. However, there are less visible yet equally impactful issues, such as the lack of access to menstrual hygiene products, to which solutions are already available. By addressing this simple need, and ensuring women have access to the basic products they require to successfully perform their duties, I am confident we can dramatically improve the lives of women working at sea.

## Estimating needs

It would be simple to dismiss feminine hygiene products as a planning issue for women to address themselves. In theory, seafarers have a contract length and can plan accordingly for their stay on a ship.


In reality, already long contracts can extend at short notice, turning what may have seemed like an ample supply of necessities like tampons and sanitary towels into a problem with no easy solution.

Additionally, luggage limitations and the bulky nature of some products may make it difficult to pack enough for a long contract, and restrictions on shore leave limit the ability of women at sea to reliably access shops selling the items they need.

In an industry where shipowners are investing heavily in the latest high-speed satellite internet technologies to keep families connected and enabling crews to watch sports events on demand, you could be forgiven for thinking that seafarers' basic needs have long been covered. Our interactions with seafarers have shown this is not always the case – as has independent research conducted by the Seafarers International Research Centre at Cardiff University on the welfare needs of women on cargo ships.

Having identified this challenge and recognising its impact on the health of women at sea and shipping's ability to retain their talent, the Seafarers Hospital Society (SHS) launched a pilot project in August 2024 to provide free feminine hygiene products at two UK ports. Over 12 months, we will distribute 1,000 discrete feminine hygiene kits containing sanitary towels, tampons, and period pants to women seafarers at the London International Cruise Terminal, and a further 30 kits will be provided in partnership with the QVSR London Tilbury Seafarer Centre, distributing the kits to seafarers on cargo ships calling at the Port of Tilbury via the Port Chaplain.

This project was made possible by a generous £25,000 grant from the TK Foundation and The Seafarers' Charity, partners who share in our hope that the project will underline the need for these products onboard vessels and at ports across the world.

We hope that by raising awareness of this concern, more shipping companies will seek feminine hygiene solutions for their female seafarers, helping them feel considered, valued and included at their onboard workplace – paving the way for more talented women seafarers to advance their careers and thrive in our industry. 

*Sandra Welch is CEO of the Seafarers Hospital Society.*



The SHS pilot project will provide free feminine hygiene products at two UK ports





Credit: Photo by Sergii

## Curves to make you go faster

*Why aerodynamics needs to be taken more seriously in shipping*

By Michael Grey

It is curious how the expertise of experts changes over time, which ought to emphasise the fact there is no such thing as 'settled science'. For years people who designed ships clung to the notion that there was no point in making ships aerodynamic because of a theory that streamlining failed to offer any positive advantages until you got up to about 90mph. It is why ordinary saloon cars were shaped like bricks and trains had flat fronts. Aeroplanes were different.

Any seafarer could have pointed out the error in this idea, knowing perfectly well that a ship immediately slowed down when the wind blew from forward of the beam. A conventionally designed general cargo ship with an advertised 14 knot service speed would lose a couple of knots with a 20knot wind from ahead, blowing against that great flat bridge front. It was something that would enrage charterers, but there was no arguing with the scrupulously kept metrological logbook.

Their arguments against any form of streamlining were also reinforced by the shipbuilders, who delighted in building flat slabs of steel and would suggest that two-, or even three-dimensional curves in a steel plate would be prohibitively expensive. Between them these professionals managed to keep the

seafarers silent and ships built of squares rather than curves.

The soaring price of fuel was the first incentive to look once again at this problem and it was the Japanese shipbuilders who began to look more creatively at the way that air moves around a high superstructure. They found that it was helpful to use vertical spoilers (like those on the back of racing cars) to smooth the airflow around the accommodation block on big tankers and bulk carriers. Small but useful improvements in fuel consumption were noted.

And over the years there have been other attempts to make a big ship rather less of an obstacle to the wind coming from forward of the beam, by shaping the superstructure, slimming down the block, or redesigning it completely, helped of course by the fact that crews are smaller these days and you do not need so much accommodation on any cargo ship as was once required.


### Design rethink

In recent years, with both high fuel prices and the added incentive of environmental pressures, the science of hydrodynamics to optimise the hull beneath the waterline has been paralleled by similar improvements on the aerodynamic front. There are certain classes of ship, such as the huge high-sided vehicle carriers and

fleets of big containerships that, with their vast shapes above the waterline, are pushing a great deal of air ahead of them.

Curving the shape of the superstructure of car carriers really does make a useful difference to fuel consumption. Similarly, the newer enthusiasm for building a high, elegantly shaped 'windshield' ahead of the great slab of containers on the foredeck is similarly helpful. It might only be in single figure percentages, but on long oceanic voyages it all adds up, while it can also contribute to the environmental improvements that all ships must now be able to demonstrate.

Dramatically changing the shape of a ship can have its downside. A curved bridge front can confuse the lookout. A ship I served on, where the designers had persuaded the owners to employ streamlining, looked good and far faster than she was, but the sloping bridge front meant that dew, rain, ice and snow sat on the windows and dimmed our vision. This meant the officer of the watch had to go and get wet and cold on the bridge wings. It is why, in case you haven't noticed, modern windows slope inwards from the top.

Perhaps you learn from your mistakes and ship designing is no different to any other science, but today most are agreed that aerodynamics can help you along. 

# Rate your voyage!

Revolutionising the power dynamic in the shipping industry By Verity Relph

Imagine if you could find out what the facilities are like on a vessel ahead of your next contract. Imagine if you could read feedback from other seafarers about a particular shipping company. That is exactly what a new professional networking platform is helping seafarers to do.

Seafarer's Anchor is the brainchild of Kaushal Rohilla. A former seafarer, Kaushal later moved into a shore-based career in operations, adding extensive business knowledge to his seafaring experience. After Covid hit, he found many seafarers approaching him for help via LinkedIn, with no idea what type of ship they were joining. "I started listing issues faced at all levels, be they a cadet or a captain, and thinking about how they could be addressed digitally."

Kaushal and his former crew mate ND, who had also moved into a career ashore, soon came up with what is effectively the world's first maritime community for seafarers, by seafarers.

Seafarers can rate and leave reviews for vessels, shipping companies and ports, as well as network with other seafarers around the world. The idea is to shift power from the hands of ship owners, ship managers and port authorities to the hands of seafarers.

"It is firstly about empowering seafarers," Kaushal explains, "and secondly about having a platform to exchange knowledge. A lot of knowledge is lost – although we learn so much from different experiences at sea, it doesn't get transferred back to the rest of the industry. Seafarers are often relying on information from books that are 10 or 15 years old, but things today are very dynamic. We wanted to create something that is live."

## Glassdoor for shipping

The platform can be compared to Glassdoor, creating greater visibility within the industry and allowing seafarers to make informed decisions about their careers.

Seafarers can rate vessels on their living conditions and facilities. This means a seafarer joining a vessel on a nine-month contract can find out, for instance, about the Wi-Fi connectivity onboard. As co-founder ND explains: "They might be told by the company that yes, the internet is very good, but the seafarer would go onboard to find that the connection is horrible, and



Use the QR code to download the free app which offers many benefits to seafarers

feel that they could have made a better decision."

Similarly, seafarers can rate shipping companies on aspects such as their safety culture, salaries, support from ashore, and opportunities for career development. "The aim is not to criticise, but to create healthy competition to improve conditions," says Kaushal.

The platform also has live data on ports. "Ports are another entity where seafarers sometimes get sidelined and taken advantage of," says Kaushal. "Similar to ships, they can leave feedback on aspects such as the pilots, the customs authorities, the shore leave. This is live data from seafarers all over the world."

A unique function of Seafarer's Anchor is that it shows the seafarers' live locations. "There is no other platform which gives us live location," says Kaushal. "It is possible to chat with other seafarers, even when on leave, increasing safety and improving visibility."

Seafarers have an individual profile and they can network with other seafarers. It means being able to connect with seafarers that you've worked with, or for female seafarers to chat with other female seafarers around the world and learn more about their experiences.

Furthermore, seafarers who have sailed with you before can rate and review you, giving seafarers credible feedback which they can use in their careers.

To sign up for the platform, seafarers need to provide a copy of their seaman's book and include their sea time in their profile, ensuring that all reviews being left are verified.

As well as the web version, Seafarer's Anchor is also available as an app, which can be downloaded for free on Android and iOS.

The platform already has 1,500 registered seafarers, and the team are continuing to evolve what they can offer to seafarers by incorporating technologies such as AI.

It's ultimately about helping seafarers to make informed decisions about their careers, share experiences, and build networks. "It gives a common voice to the seafarer which they lack as of today," says Kaushal. 📞

*Seafarer's Anchor would be happy to hear from anyone interested in collaborating or supporting the product financially or with IT. If you are interested in finding out more, please contact: [groupadmin@seafarersanchor.com](mailto:groupadmin@seafarersanchor.com) or tel. +61 413 399 094. To find out more go to: <https://seafarersanchor.com>.*



**SEAFARER'S  
ANCHOR**

# LET US BE YOUR GUIDING LIGHT FOR YOUR SEAFARING JOURNEY!

**One App That Does It All**



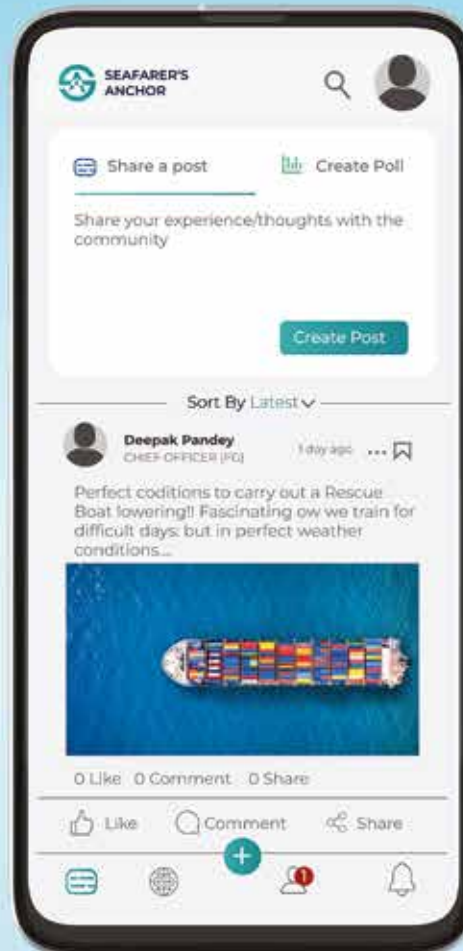
Get live location  
of your seafarer  
friends on Map



Stay connected  
with seafarers  
across the globe



News feed  
to share  
information



Career development  
through seafarer  
rating



All the ships  
in the world rated  
by seafarers



Port information  
shared by your  
colleagues

**SFA is FOR Seafarers BY Seafarers.**

**Not Part Of The Community Yet?  
Join The Revolution Today!  
Scan The Qr Code To Get Started.**



# Port welfare at your fingertips

*Happy at Sea app empowers seafarers to take control of their port welfare needs* **By Verity Relph**

**F**ree of charge and packed with features, the Mission to Seafarers' Happy at Sea app is a must have for seafarers. It gives centralised access to all The Mission to Seafarers' (MtS) services around the world.

Using the app, seafarers can find and check into a seafarers' centre, request a ship visit, pre-order shopping, book transport, take part in the global happiness survey, access mental health and wellbeing resources, and read *The Sea*.

It is the first app completely dedicated to helping seafarers access port welfare services. It puts seafarers in charge of their own needs, providing a single space where they can find information about facilities available in port, put in requests for help, and access resources to support their wellbeing.

Spanning 200 ports across 50 countries, MtS is the leading charitable provider of port-based welfare facilities. The idea for the app emerged during the Covid-19 pandemic, when MtS relied on technology to reach and connect with seafarers. Thanks to funding from DNV, Cargill, and The Seafarers' Charity, MtS was able to develop an app which provides crews with easier access to its welfare services.

Launched in June 2023, the Happy at Sea app allows seafarers to quickly find information about what services are available in a port and pre-book the help that they need.

A key feature of the app is that seafarers can put in requests ahead of their arrival in port. Requests can be made for shopping, transport to the local town or shopping mall, and SIM cards to make contact with loved ones.

Central to MtS' work is its global network of chaplains, who are there to talk through problems and provide practical support where it is needed, day and night, 365 days a year. If a crew member would like to speak to a chaplain, they can use the app to request a chaplain to come onboard their vessel while in port.

With 121 Flying Angel Centres, The Mission to Seafarers is also the world's largest provider of seafarers' centres worldwide. These centres offer a safe space to relax between voyages, purchase supplies, connect to Wi-Fi and seek support.

The app enables seafarers to find contact details and check in to their local Flying Angel seafarers' centre. They can also save a port as a favourite, making for easier check-in and contact next time they are there.

As well as in-port services, seafarers can also take part in the Seafarers Happiness Index survey. With just a few taps, they can answer questions and give feedback on their recent experiences at sea, helping to bring about positive changes within the industry.

The app is also where seafarers can access *The Sea* magazine, keep up-to-date with news, and access MtS's

extensive range of mental health and wellbeing resources.

The app empowers seafarers to take control of their port welfare needs and ensures they can access help when they need it most.

The charity is already thinking about how the technology could be developed further, for instance how it could give seafarers access to information about other maritime welfare organisations around the world. 📞

*Happy@Sea can be downloaded for free from the Apple App Store or the Google Play Store for Android.*

*For further information, visit: [app.missiontoseafarers.org](http://app.missiontoseafarers.org).*

If a crew member would like to speak to a chaplain, they can use the app to request a chaplain to come onboard their vessel while in port





## Free port welfare and wellbeing services from The Mission to Seafarers straight to your phone

Introducing **Happy at Sea** – the world's first digital seafarers' centre created by The Mission to Seafarers! By using our new app, you will be able to check in to our network of seafarers' centres and pre order items from the ports, including a ship visit, transportation or items of shopping\*.



Scan the QR Code and be among the first to download the app!



Supported by



\*some services will not be available in all locations. 'Happy at Sea' is a project by The Mission to Seafarers. Registered charity no: 1123613

# From a mission on the streets to the seas

New MtS secretary general Venerable Dr Peter Rouch brings his unique perspective to the sector **By Carly Fields**

**P**eter Rouch, the newly appointed secretary general of The Mission to Seafarers, brings a unique blend of experience to the role. While not personally hailing from a traditional maritime background – although there are naval links in his family – he has worked extensively with vulnerable people and less visible groups within communities. He has been struck by how the huge contribution made by the world’s seafarers is not visible to most people, and the challenges that a life at sea can bring.

In the role since August, Peter’s initial impressions of the shipping industry have been marked by its complexity and the potential for exploitation. “Shipping is such a hugely complicated system,” he says. “It strikes me that if you are an individual, or even a small group of individuals within that system, that if something goes wrong, it’s actually very difficult to know what to do to address it.

“I’ve come across some really good, reputable companies, who are genuinely concerned for the welfare of seafarers. But there are those in the industry who are not really like that. So, seafarers can get caught in the wheels of something very complicated.”

In conversation with *The Sea*, Peter adds that he is nevertheless committed to challenging the perception of seafarers as mere victims. “I do think it is very, very important not to simply adopt the position that seafarers are victims. At times they will be victimised, but it doesn’t need to be like that. To live and work in challenging circumstances should not, and doesn’t inevitably mean that someone is a victim.” he says. “I think at very basic levels, seafarers are not entirely powerless. They are part of a crew. So, in the midst of the challenges of their lives, there’s actually 20 or more seafarers together on the cargo ship. Whether they work well as a team, how they treat each other, the time and attention they give to each other, and whether they carry each other’s burdens, these are within their own hands and they are things that can make a real difference.”

## Partnerships matter

To address the systemic issues affecting the shipping industry, Peter supports



Peter Rouch

the need for positive partnerships and data-driven approaches. He highlights the importance of collaboration with organisations like the International Maritime Organization and with industry supporters, and the use of digital tools to gather evidence and advocate for change.

Two things here will make a real difference, he says: delivering on promises in partnerships and being able to evidence change. “We can tell a really, really good story about the particular situation of an individual seafarer, but it’s one story. For a large corporate or a trade union to make a change of policy they need more than a single story, they need wider data, and they need to be able to substantiate the need, and evidence that change.”

He counts three data-driven tools that already support that need: Shipvisitor, the Happy@Sea app, and the Seafarer Happiness Index. “The more seafarers are able to use those things, the better we will be able to see the overall picture, and the evidence that change has happened. By actually using these digital apps seafarers will be taking a positive step in their own welfare.”

The third quarter report of the Seafarers Happiness Index reported a slight rise in global seafarer happiness but significant challenges remain around shore leave, wages, feelings of isolation and the continued inequality of internet connectivity.

The quarterly survey revealed a steady increase in satisfaction in several areas of seafaring life, up to 7.16 in Q3 2024 – a slight uptick from 6.99 in Q2 of this year, an increase attributed to increased downtime due to longer Red Sea diversion routes away from the Middle East conflict zone.

Wages have also improved, suggesting that some seafarers feel more satisfied with their compensation. However, concerns about fair pay persist, with corresponding feelings of being undervalued, and some crew still reporting being unpaid – a situation with which Nautilus ITF inspectors are all too familiar.

## A warm welcome

Despite the industry’s challenges, Peter has been heartened by the openness and warmth of the seafarers he has met so far. He emphasises the crucial role of

family in their lives and the importance of the Mission in providing support to both them and their loved ones.

“What’s come out quite forcefully when you look at the challenges of life at sea is that whilst it’s a well-paid job – at least in comparison with other roles in some countries – actually most of the money a seafarer earns is usually sent home to family. Therefore, the one overriding reason they go to sea is family; ironically, the reason they go to sea is exactly what they give up when they go to sea.

“That means that our work with families is of real importance. When seafarers come home on their three-month leave, they come into the seafarers’ centre or engage with the family network with their family, as the family has been doing while they’ve been away. It’s a place where the whole family can feel comfortable.”

The Mission to Seafarers’ global network of seafarers’ centres remains a vital component of those support services. While Peter acknowledges changes in the pattern of centre use since the pandemic, he emphasises their continued importance, particularly in remote locations.

The Mission counts around 160,000 visits to seafarers’ centres around the world each year. But how a centre is used ultimately depends on where it is, he says. “If you are in Southampton, you can walk off the dock into the biggest retail shopping centre on south coast of England. So, there is less need to spend a lot of time in a large seafarers’ centre. But if you go to Port Hedland, for example, there is nothing else there. The new seafarers’ centre we are planning to build there will have wide facilities that will be very well used.”

And the need for in-person ship visits has not grown less. Post-pandemic, shore leave has not become easy to get in a considerable number of ports around the world. That will be difficult to change – but Mission people can and do visit ships. “Seafarers really want to see us on board,” he said. “They will talk about all kinds of things, engage in all kinds of ways.”

In a closing comment to *The Sea*, Peter shares his gratitude for seafarers around the world. “I have been struck by what seafarers give up to go to sea,” he says. “The more you understand this industry, the more you realise we have nothing without seafarers. We are very grateful for what you’re doing.” 🌐



Meeting seafarers and volunteers



Speaking after his commissioning in the role of secretary general



At The Mission to Seafarers’ annual Seafarers Award Singapore gala

# theSea Leisure Page

There are many health benefits to spending down-time solving puzzles. Lower stress levels, better memory, uplifted mood, improved problem-solving abilities, and better work performance are just some of them.

## Sudoku

The aim of Sudoku is to fill in the empty cells so that each column, row and 3x3 region contain the numbers 1 to 9 exactly once. Find the answers to both puzzles in the next issue.

### EASY LEVEL

6	1		9	7				
3	7		1					
4	5	9		3				8
					5	8		
6			5	4				9
	9	5						
5			2		8	6	1	
				3			9	5
			1	5	7	2		

### MEDIUM LEVEL

6			2					5
		2					7	4
3			9	8				
6	4		2	9				
			3	6		8	2	
				3	7			8
5	7				6			
9			1			5		

Credit: www.sudokuoftheday.com

### MEDIUM LEVEL

solution (Issue 3 2024)

8	4	9	3	7	2	6	5	1
1	3	7	5	6	8	2	9	4
5	6	2	9	1	4	8	7	3
3	2	6	1	4	9	7	8	5
9	7	8	6	3	5	1	4	2
4	5	1	8	2	7	3	6	9
6	8	5	2	9	1	4	3	7
7	1	3	4	5	6	9	2	8
2	9	4	7	8	3	5	1	6

### TRICKY LEVEL

solution (Issue 3 2024)

4	9	8	1	2	6	3	7	5
7	1	3	8	4	5	9	6	2
5	2	6	3	9	7	8	1	4
3	6	5	2	8	4	7	9	1
2	8	7	9	5	1	4	3	6
1	4	9	6	7	3	2	5	8
8	3	2	5	1	9	6	4	7
9	5	4	7	6	8	1	2	3
6	7	1	4	3	2	5	8	9

## Jumble

Can you correctly unscramble these anagrams to form four words? If so, send your answers by email to [thesea@missiontoseafarers.org](mailto:thesea@missiontoseafarers.org) by December 28, 2024. All correct answers will be entered into a draw for a chance to win a Mission to Seafarers' Goodie Bag, containing a mug and handmade woolly hat. Please include your answers, name, the vessel you are working on, your nationality and finish this sentence: "I like The Mission to Seafarers because..."

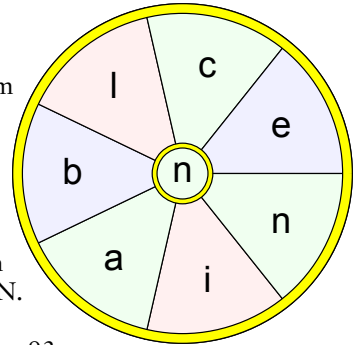
- 1) Agganwy 2) Eererfe 3) Hempints 4) Danemd

Issue 3, 2024 solutions:

- 1) Lifeboat 2) Safety 3) Ventilation 4) Drills

## Word wheel

This word wheel is made from an eight-letter word. Try and find that word, then make as many words of three letters or more as you can from these letters. You can only use each letter once, and each word must include the letter N.



Answer for Issue 3, 2024 issue: 93 possible words, nine-letter word was Celestial

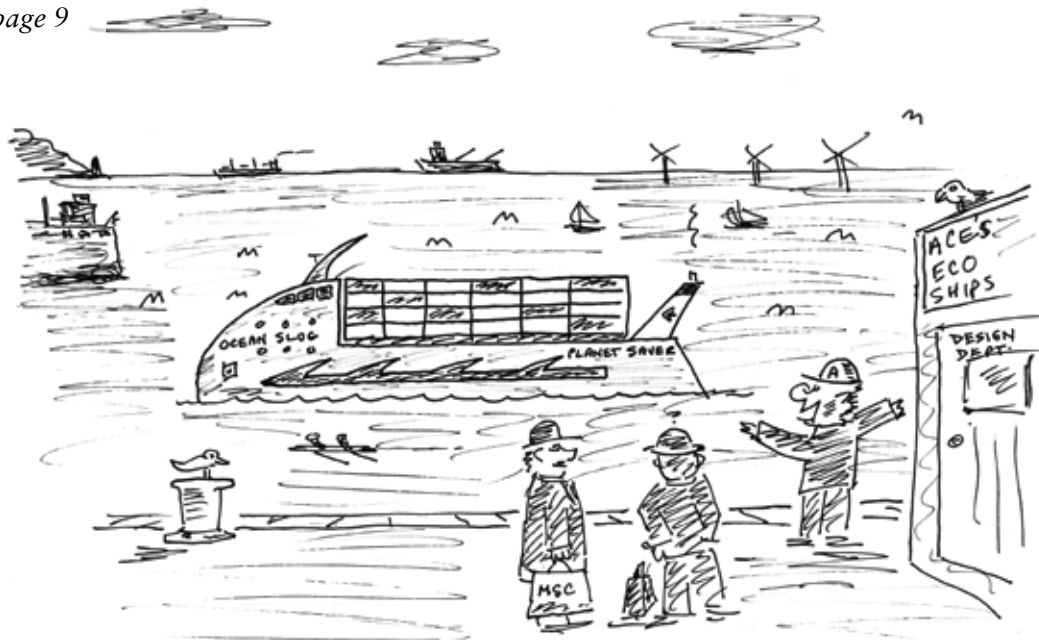
## Flag code

Can you tell us what words these flags are communicating? Answer in the next issue.

Answer for Issue 3, 2024: Currents



See Michael Grey's feature on page 9



She only does 10 knots to save the planet, so we put a go-faster stripe on the side!



# Help for seafarers around the world

Are you one of the 1.89 million people around the world working at sea, or a loved one of someone who is?

The Mission to Seafarers is a great source of support for anyone working in the industry, and we've been helping people like you since the 19th century.

We work in over 200 ports in 50 countries and are available 365 days a year. We can provide help and support, no matter your nationality, gender or faith. Our network of chaplains, staff and volunteers can help with any problem – whether it's emotional, practical or spiritual help that you need.



## Our services include:

- **Ship visits** – we carry out approximately 43,000 ship visits a year, welcoming crews to ports, providing access to communication facilities and offering assistance and advice on mental health and wellbeing.
- **Transport** – Our teams can arrange free transportation to the local town, shopping mall, doctor, dentist or a place of worship.
- **Seafarers' Centres** – We operate over 120 Flying Angel centres around the world, offering visiting seafarers a safe space to relax between voyages, purchase supplies, seek support for any problems they might have and stay in touch with their families.
- **Emergency support** – Our teams are trained in pastoral support, mental health first aid and critical incident stress counselling. We can also provide advocacy support.
- **Family networks** – We operate these networks in the Philippines and India where seafarers' families can meet, share information and access support.

Our mission is to care for the shipping industry's most important asset: its people.

To find out where we work, visit [www.missiontoseafarers.org/our-ports](http://www.missiontoseafarers.org/our-ports). Here you can find information about all our centres, including contact details, facilities and opening times or download our free Happy at Sea app.



## CREW HELP CONTACTS

### SeafarerHelp

Free, confidential, multilingual helpline for seafarers and their families available 24 hours a day, 365 days per year, provided by ISWAN.

Direct dial: +44 20 7323 2737

Email: [help@seafarerhelp.org](mailto:help@seafarerhelp.org)

### WeCare

Our WeCare e-learning programme gives seafarers access to mental health advice and wellbeing resources on board and on shore.

For more information contact your local Seafarer Centre, [www.missiontoseafarers.org/our-ports](http://www.missiontoseafarers.org/our-ports).

### CrewHelp

The Mission to Seafarers can provide help and support if you have a welfare or justice issue.

Please get in touch with us at [crewhelp@mtsmail.org](mailto:crewhelp@mtsmail.org)

### Get in touch!

Have you got news or views that you'd like to share with *The Sea*? Please get in touch with the Editor,

Carly Fields at

[thesea@missiontoseafarers.org](mailto:thesea@missiontoseafarers.org)

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# Seafarers at the centre of things

*There is no maritime safety without good welfare for those who work at sea*

By Peter Rouch

When Arsenio Dominguez, secretary-general to the International Maritime Organization (IMO) spoke at their World Maritime Day Reception on September 26, it was to remind those assembled about the importance of safety. The future may be one of change and opportunity for the world of international shipping, but safety is important as we move forwards.

The sculpture pictured here was then illuminated with blue light and, much to my own appreciation, Arsenio directed our eyes to the figure of the seafarer standing on the prow of the ship. There is, he noted, no such thing as maritime safety, without safety and good welfare for seafarers.

This connection between the lives and conditions of the world's seafarers and the safety and sustainability of the shipping industry itself was one I heard made once again recently. That is partly because it is a link I made myself when addressing a conference of 500 or more senior figures in different branches of our industry. More

importantly, however, it is a link that has begun to be made by others also. Multiple speakers from shipping businesses across that two-day conference raised the matter of the welfare and conditions of service for seafarers. The future of the shipping industry depends upon the world's seafarers, they said, and urged that this should be everyone's concern.

I hope that for seafarers and those with personal experience of seafaring who are reading this issue of *The Sea* magazine, what I write is at some level encouraging. Many of my colleagues who have worked for the wellbeing of seafarers for far longer than me have, over many years, attended many such conferences where seafarers have hardly been mentioned ... unless, of course, The Mission to Seafarers happened to be speaking and has raised it.

Any sense of encouragement must, of course, be measured, because finally what is needed is actions rather more than great words. Hopefully, the service offered by organisations such as the Mission is evidence that change



The seafarer atop the ship sculpture at the IMO

is indeed possible. Hopefully also, the care that seafarers can offer to each other onboard, the friendship and teamwork, are evidence of seafarers' own ability to invest in their own wellbeing.

Yet, like a change in the breeze that tugs at your overalls when a weather change is coming, maybe the words are important. Maybe they, like such a breeze at sea, indicate that change is coming. We must pray that it is so. 🙏  
Peter Rouch is the secretary general of The Mission to Seafarers.

## Prayer for seafarers

*Dear Lord God,*

*We remember now the needs of all who serve upon the sea.*

*We pray that the wellbeing of people of the sea*

*may lodge firmly in the heart of every person whose decisions impact their lives, and in the policies of every business that profits by the sea.*

*May hopefully words become meaningful actions, and so create a better world for all.*

*Be with each seafarer this day,*

*in friendship aboard, in teamwork and shared support,*

*may seafarers themselves be part of the change that they and others long to see.*

*Amen*

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# The Mission to Seafarers

Please visit [missiontoseafarers.org/donate](https://missiontoseafarers.org/donate) or scan the QR code opposite.

