



CREW PLACEMENT AGREEMENT

This Agreement is entered into between:

Agency: OCEAN COMPASS LTD

Client: _____

Date: _____

1. Services

The Agency agrees to source, screen, and present suitable crew candidates for employment on behalf of the Client.

2. Fees

A placement fee of 75% of the crew member's monthly salary shall be payable upon successful placement. "Successful placement" is defined as the candidate signing an employment contract and commencing duties onboard.

3. Payment Terms

Payment is due within 10 days of the candidate's start date.

4. Replacement Guarantee

If the placed candidate leaves within 90 days, the Agency will provide a suitable replacement at no additional charge, subject to the original role and conditions remaining unchanged.

5. Candidate Verification

The Agency will take reasonable steps to ensure candidates are compliant with MLC requirements and hold valid MCA-approved certification. Final verification remains the Client's responsibility.

6. Non-Circumvention

The Client agrees not to engage or employ any candidate introduced by the Agency outside of this Agreement for a period of 12 months without payment of the agreed fee.

7. Liability

The Agency shall not be liable for any acts, omissions, or performance issues of the placed crew member.

8. Governing Law

This Agreement shall be governed by the laws of The Republic of South Africa.

Signed:

Agency: _____

Client: _____