



Connecting World-Class Yachts with Hardworking Crew

Terms and Conditions for Temporary and Permanent Candidates of TYS Recruitment.

DEFINITIONS

In these terms and conditions, the following definitions apply:

1. **Candidate:** The individual/crew member introduced by the Consultancy to the Client for interview and subsequent employment.
2. **Client:** The individual, corporation, or entity, including any subsidiary or associated company as defined by the Companies Act 1985 (English Law), to whom the Candidate is introduced and who is the registered Owner of the Yacht/Property.
3. **Consultancy:** TYS Recruitment, registered at 71-75 Shelton Street, Covent Garden, London, United Kingdom, WC2H 9JQ
4. **Yacht/Property:** The vessel/property to which the Consultancy provides a Candidate for interviews and subsequent employment.

The following agreement is presented for the Candidate's careful consideration, providing advice, guidance, and potential employment protection. We strongly encourage the Candidate to meticulously review the following information.

Upon placement on a vessel through recruitment via TYS Recruitment, we will request a copy of your SEA to maintain on file for future reference.

We recommend that you diligently assess the conditions offered both during and after interviews with potential employers. Ensure that all sections of the SEA are completed to your satisfaction. For yachts exempt from MLC compliance or flying the flag of a nation that has not ratified MLC, it is imperative to ensure contentment with the conditions provided.

MLC stipulates protection for various matters, including routine inspections by Flag States, the obligations of yacht owners to seafarers, and documentation of working and living conditions aboard. TYS Recruitment endeavours to ensure, to the best of our ability, that the Client is financially capable of fulfilling obligations to you. Additionally, confirm that you possess adequate personal insurance coverage provided by the Client during your tenure.



TYS Recruitment refrains from imposing any direct or 'hidden' costs upon candidates before, during, or after the registration process and placement. We extend assistance to next of kin or concerned family members at no expense.

Candidates are required to maintain current and accurate personal contact information for TYS Recruitment's records. It is unlawful to engage individuals under 16 years of age (or 18 years as a Chef) on a yacht, and TYS Recruitment will not nominate such individuals to Clients.

Should you encounter any grievances or have any complaints, please adhere to the onboard complaints and grievances procedure. Complaints regarding TYS Recruitment's conduct during the employment process should be promptly submitted to us in writing.

Candidates undertake to provide statutory documentation upon request and commit to keeping us informed of any updates or renewals. Our compliance with GDPR regulations is assured, and details regarding the handling of personal information are available on the TYS Recruitment website