

Translation: Only the Danish document has legal validity.

*Order no. 1517 of 03/12/2025*

*issued by the Danish Maritime Authority*

## Order on the Psychological Working Environment at Sea on Merchant Ships (Working Environment on Ships)

Pursuant to Section 3(1)(6) and Section 32(10-13) of the Act on Safety at Sea, cf. Consolidation Act no. 221 of 11 February 2022, as amended by Act no. 1773 of 28 December 2023, is laid down in accordance with the authorisation pursuant to Section 1(1)(3) of Order no. 261 of 23 March 2020 on the delegation of certain powers to the Danish Maritime Authority and on the right of appeal, etc.:

### *Scope of application*

**Section 1.** The Order encompasses the psychological working environment and applies to any employment relationship on ships with the exception of fishing vessels and recreational craft.

*Subsection 2.* The psychological working environment is understood as the conditions in the workplace and its organisation, including the interactions between the seafarers on board, that affect seafarers' mental health, well-being, and sense of security. The psychological working environment also includes the prevention and handling of the risk of violence and harassment, including gender-based violence and harassment, cf. ILO Convention no. 190.

*Subsection 3.* The obligations under this paragraph rest with the shipping company, regardless of whether the seafarers are employed to perform work on board by others than the shipping company.

### *General provisions*

**Section 2.** The work must, at all levels, be organised and performed in a manner that is fully justifiable in terms of health and safety in the psychological working environment. This applies both to an individual assessment and to an overall assessment of working environment conditions that may affect mental health in the short or long term.

### *Obligations of the shipping company*

**Section 3.** The shipping company must develop and implement written guidelines that ensure a healthy and safe psychological working environment for everyone working on board its ships.

*Subsection 2.* The guidelines must cover the entire employment relationship, including working hours, leisure time on board, transport and accommodation in connection with signing on and off, etc.

*Subsection 3.* The guidelines must aim to prevent, identify, and manage psychological strains, and whether they are addressed in a single or multiple guidelines, they must at a minimum address the following thematic areas, which can be adapted according to the conditions of the individual shipping company:

- 1) Safety and security in the working environment, including the prevention and elimination of violence and harassment, including sexual harassment, bullying, and sexual violence.
- 2) Workload and task clarity, including handling a large workload, time pressure, and unclear or conflicting tasks.
- 3) Emotional and social demands, including working with people, cultural differences, and contact with external actors such as passengers, pilots, and guests.
- 4) Culture and behaviour on board, including communication and behaviour in common areas.
- 5) Organisational conditions, including procedures related to crew changes and conditions during signing on and off, as well as access to a whistleblower scheme.

*Subsection 4.* If the shipping company assesses that some of the thematic areas, cf. Subsection 3 is not relevant; the shipping company must justify this in the guidelines. However, the exception does not apply to point 1, which must be included in all circumstances.

**Section 4.** The shipping company and the ship's master must ensure that the employees and their representatives are informed about the shipping company's guidelines regarding the psychological working environment, cf. Subsection 3, at the start of employment and continuously, and have access to support and resources that promote the psychological working environment.

**Section 5.** The shipping company must, in collaboration with the employees, regularly evaluate and update the guidelines, cf. Section 3(3).

*Subsection 2.* The guidelines and their implementation on board each ship must be discussed annually in the ship's safety organisation on board.

**Section 6.** The shipping company is responsible for continuously monitoring that the work is organised and carried out in accordance with the guidelines for the psychological working environment, cf. Section 3(3).

#### *Supervision*

**Section 7.** The Danish Maritime Authority supervises compliance with this Order, including in situations where there are indications of challenges in the psychological working environment.

#### *Penalties*

**Section 8.** Violation of Sections 2-6 is punishable by a fine or imprisonment for up to one year.

*Subsection 2.* The penalty may increase to imprisonment for up to two years if:

- 1) The infringement has caused harm to life or health or has created a danger thereof,
- 2) A prohibition or an order has previously been issued in respect of the same or a similar matter; or
- 3) The infringement has resulted in or is intended to result in a financial benefit for the person concerned or for others.

*Subsection 3.* Criminal liability may be imposed on companies or other legal persons in accordance with the rules laid down in Chapter 5 of the Criminal Code.

#### *Entry into force, etc.*

**Section 9.** This Order enters into force on 1 January 2026.

*Subsection 2.* The guidelines in Section 3 must be prepared and implemented by 1 July 2026.

*The Danish Maritime Authority, 3 December 2025*

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