



Annual Report 2024

Equal Justice Equal Pay Foundation

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Equal Justice Equal Pay Foundation

Pigmentstraat 51
1019 AN, Amsterdam

<https://seafarersclaim.com/>
info@seafarersclaim.com



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1. Introduction

The Equal Justice Equal Pay Foundation (the "**Foundation**") is a non-profit organization established to represent the economic, financial and legal interests of seafarers from low-income countries.

In the Netherlands, seafarers from non-EU countries, especially Indonesia and the Philippines, have been systematically underpaid for decades. The Foundation strives to protect seafarers from exploitation and discriminatory treatment and to draw worldwide attention to their plight, including in Indonesia and the Philippines, the Netherlands and the EU. It aims to address this issue in a variety of ways, including research, raising awareness, engaging in direct advocacy with industry and government as well as other forms of advocacy, and targeted litigation (including class actions).

In 2025, the Foundation started preparing class action (WAMCA) proceedings regarding the discrimination against Filipino and Indonesian seafarers. The Foundation's advocacy extends beyond collective proceedings. Since the Foundation is preparing and possibly conducting collective actions starting in 2025, the Foundation will account its activities starting in 2025 in the manner prescribed in the Claim Code. In addition, the Foundation also reports in this annual report on the activities it has carried out in previous years.

2. The Board

The board consists of members with knowledge and experience in the field of international labour law, development economics and financial management. As a result, the board has the necessary legal, economic and financial expertise that is necessary to achieve the objectives of the Foundation. The Board was formed in 2024 by:

- Ir. K. J. (Kees) van Ast (chairman)
In office since 5 May 2022
- Prof. Dr. A. A. H. (Aukje) van Hoek
In office since 1 December 2023
- Prof. Dr. J. (Jutta) Bolt
In office since 1 October 2024

3. Financing

Participants who join this collective action do not pay a contribution for their participation. The lawsuits are paid for in full by a third-party funder. Only if and when a case ends successfully, participants will be obliged to pay the costs of the proceedings. These costs are then deducted from the compensation received by the interested parties but will never exceed the compensation awarded.

In view of the expected costs of lawsuits, the Foundation has found an external financier. Guildford Funding LLC is willing to cover the entire costs. In exchange for the investment of the external funder, the funder receives a reward of 20% of the proceeds (after deduction of the costs incurred). The proceeds depend on the damages awarded

by the court or on the agreed settlement. The fee agreed between the Foundation and the external funder is published on the website.

4. Cases and activities

2022

The Foundation was founded in 2022 by Kees van Ast, the chairman of the board. The Foundation entered into a litigation funding agreement in 2022 for the costs of the proceedings(s) with Guildford Funding LLC. In addition, the Foundation commissioned DACCS to provide the foundation's website and a registration system for the registration of participants.

Furthermore, the Foundation has entered into an agreement for legal support with Bureau Brandeis; in the spring of 2025, this agreement was transferred to Rubicon Impact & Litigation BV. The Foundation has also entered into agreements for local support with law firms Leflegis in Manila and Gede Aditya & Partners in Jakarta.

2023

In 2023, the Foundation supported two seafarers from Indonesia and the Philippines in bringing proceedings before the Netherlands Institute for Human Rights. In 1997, the predecessor of the Institute (the Equal Treatment Commission) allowed the unequal treatment applied in Dutch shipping in a case in which the Indonesian or Filipino seafarers themselves were not involved. More than 25 years later, the same question has been submitted to the Institute again – but this time by the two seafarers – in the hope and expectation that the Institute now sees this differently. The decision of the Board is not binding, but it is important for the interpretation of anti-discrimination legislation. At the time of publication of this report, it is known that the Board has indeed ruled that there is prohibited discrimination that cannot be justified.

Furthermore, in 2023, the Foundation commissioned SEO Economic Research to conduct research into the labor market in the maritime sector, the role and position of Filipino and Indonesian seafarers in it and the financial position of Dutch shipping companies.

In 2023, the Foundation asked its lawyers to provide input on the Legislative proposal on Responsible and Sustainable International Business with the aim of making this bill more in line with the problems that advocates now encounter when they raise problems in the supply chain.

2024

In 2024, SEO's economic research was completed, and the procedure at the Institute was continued. The Foundation has also conducted surveys among the seafarers who have registered to gain more insight into the experiences of its supporters and to enable them (outside the channels that are always available for this purpose) to have a say.

In addition, the Foundation went public in 2024 with its message in response to the media attention for the proceedings before the Institute. The Foundation hopes to raise awareness of this problem by expanding its platform and continuing to use it in this way.

5. Remuneration

The Equal Justice Equal Pay Foundation follows the Claim Code 2019. The remuneration policy can be found on the website of the Foundation (<https://seafarersclaim.com/about/>). The remuneration can be found annually in the annual report. The chairman receives a remuneration of € 15,000 per calendar year; the other board members a compensation of € 10,000 per calendar year.

Amsterdam, 1 September 2025

Ir. K. J. (Kees) van Ast (chairman)

Prof. Dr. A. A. H. (Aukje) van Hoek

Prof. J. (Jutta) Bolt