EQUAL JUSTICE
EQUAL PAY
FOUNDATION

Annual Report 2025

Equal Justice Equal Pay Foundation

26 October 2026

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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. Now that collective actions have also been part of its activities since 2025, the Foundation will therefore be accountable from 2025 in the manner prescribed in the Claim Code.

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 2025 by:

- Ir. K. J. (Kees) van Ast (chairman)
  In office since 5 May 2022
- Prof. Dr. A. A. H. (Aukje) van Hoek
  In position 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

2025 began for the Foundation with the second hearing at the Netherlands Institute for Human Rights on 30 January in the cases of two individual seafarers (supported by the Foundation) against their respective employers. On 18 August 2025, the Foundation won two important victories at the Netherlands Institute for Human Rights. In both cases, the Institute ruled on 18 August 2025 that the shipowners involved had made prohibited distinctions on the basis of nationality – and in one case also on the basis of race – in the remuneration of seafarers from the Philippines and Indonesia respectively.

In response to these judgments, the Foundation sent liability notices (including an interruption of the statute of limitations) to the shipowners, the Dutch government and the various Dutch parties to the relevant collective labor agreements in November 2025 to secure the right to compensation of the broader group of seafarers involved.

In addition, the Foundation, acting in part as the voice for its supporters, has also spoken to the media in response to both the Board's ruling and the letters of suspension that were issued.

Furthermore, in 2025, the Foundation received a positive decision on its Open Governmant Act request submitted in 2024.

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/ or https://ejepfoundation.org/). The remuneration can also be found annually in the annual report. In 2025 the chairman received a remuneration of € 15,000 per calendar year; the other board members received a compensation of € 10,000 per calendar year.

Amsterdam, 26 October 2026

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

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

Prof. J. (Jutta) Bolt