

# HUMAN RIGHTS

## IN MARITIME SECURITY OPERATIONS

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PCASP Training Course

VPSHR | ICoCA | International Human Rights Law

**Seagull Maritime Ltd**

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**MANDATORY — All PCASP must complete before deployment**

# HOW THIS COURSE WORKS



Three layers — each builds on the last with no repetition:

## **LAYER 1**      **UNIVERSAL HUMAN RIGHTS BASELINE**

What every person in security must know — the foundation shared by all frameworks

## **LAYER 2**      **VPSHR — WHAT IT ADDS**

Company-to-government-to-community relationship obligations. Unique to VPSHR.

## **LAYER 3**      **ICoCA — WHAT IT ADDS**

Detailed operational management requirements. Personnel, weapons, grievance, governance.

# TREATMENT OF PERSONS

*"Any persons so apprehended will be treated humanely and consistent with their status and protections under applicable human rights law or international humanitarian law, including prohibitions on torture or other cruel, inhuman or degrading treatment or punishment."*

— Principle Ten, Rules on the Use of Force



## Medical Care

Provide medical aid to ALL persons — including attackers, suspects, and detainees. No exceptions.



## Handover to Authorities

Apprehend only for imminent threat defence. Hand over to competent authorities at the earliest opportunity.



## Dignity at All Times

Treat all persons with respect for their dignity and privacy. This applies even under extreme operational pressure.

# VPSHR — WHAT THIS MEANS FOR YOU



## INDIAN OCEAN

During embarkation at a Middle Eastern port, you witness port security roughly handling a worker.

VPSHR requires you to:

- Record the incident in detail
- Report to your Team Leader immediately
- Ensure it reaches company management
- Company must report to appropriate authorities
- Company must monitor investigation progress

## WEST AFRICA

During an escort with Nigerian Navy personnel, you observe naval personnel using excessive force against fishermen.

VPSHR requires you to:

- Record the incident in detail
- Report through the chain of command
- Company must formally raise with naval authorities
- Company must push for investigation
- Cannot simply "look the other way"

# ICoCA — GRIEVANCE & WHISTLEBLOWING



ICoCA Articles 66–68 require a formal grievance mechanism that goes beyond basic whistleblowing:



## **Open to Everyone**

Not just employees — third parties (port agents, vessel crew, community members) can raise HR concerns too.



## **Fair and Impartial**

Investigations must be prompt, impartial, and confidential. Not a tick-box exercise.



## **Real Protection**

Whistleblower protection is explicit and non-negotiable. Retaliation against anyone who reports in good faith is prohibited.



## **Real Consequences**

Disciplinary action up to and including termination. This is not optional — it's an ICoCA certification requirement.