

# Diversity & Inclusion Policy



## Purpose

The purpose of this Diversity & Inclusion Policy (the “Policy”) is to set out the elements of our Diversity and Inclusion strategy, by setting the overall aim, and to specify our main priorities within this area.

At Maersk Supply Service (MSS), we believe that working to create a more diverse and inclusive organisation will benefit our business. Business success in a rapidly changing world depends on access to the best possible competences, skills and ideas. We believe that a diverse and inclusive culture will foster creativity, innovation, new ways of thinking and an environment everyone can feel engaged to reach their full potential.

We aspire to create an inclusive culture where employees from every background can contribute to their fullest extent. In doing this, we will be in a prime position to attract and retain people from the widest talent pool, specifically increasing the diversity at our senior levels, both on and offshore.

By fulfilling our strategy for diversity and inclusion, this will allow us to run compliant businesses and not least to work in accordance with our Values and support the UN SDG agenda.



## Scope & Application

This policy is an extension of our Code of Conduct, and applies to all personnel working for MSS, including employees, consultants, temporary workers and other third parties working on our behalf.



## Responsibilities

All personnel as described in Section 2 above are responsible for playing their full part ensuring Diversity & Inclusion is promoted in Maersk Supply Service. This requires all individuals to familiarise themselves with the policy and its requirements, and we expect all personnel to speak out against any practice or situation where discrimination may be taking place.

Any individual who believes that he or she has been discriminated against or who has experienced such actions against colleagues should advise management, local HR or a working environment representative immediately. If the employee feels that he or she cannot report internally, the concern can be reported on the Whistle-Blower System, more information on which can be found here.

All personnel are also required to co-operate with any training or additional guidance that may be given in relation to diversity and inclusion. Any employee who unjustifiably discriminates or induces others to do so may be subject to disciplinary action.

Responsibility for ensuring the implementation of this policy and for dealing with matters arising from it lies with individual leaders who, with support from HR where necessary, are expected to deal effectively with complaints of unjustified discrimination, harassment, bullying and victimisation, in line with MSS' Bullying & Harassment Policy. Any such complaints must be taken seriously and dealt with promptly.

HR are responsible for ensuring the policy remains compliant with current legislation and best practice. HR will also undertake extensive monitoring of the equality profile of our workforce, to assess how the diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing these annually, and considering and taking action to address any issues.

This policy is fully supported by the senior management team, and in particular is sponsored by MSS Chief Operating Officer who is ultimately responsible for driving our strategy in this area, and ensuring these targets are met.



## Policy

The future of diversity and inclusion at Maersk Supply Service is focused on three main priorities that make up our diversity and inclusion strategy, more detail of which can be found in the MSS Employment Equity Plan:

- 1. Improving Diversity** - we aim to increase the diversity of our employees at all levels of our organisation, both on and offshore.
- 2. Driving Diversity & Inclusion** - we aim to show that diversity and inclusion matters at MSS, by ensuring clear commitment to diversity and inclusion from the very top and through all levels of our organisation, and we will introduce global and regional diversity and inclusion strategies.
- 3. Engaging our employees** - we will support our employees and those who work with us to be aware of the forms which unjustified discrimination can take, to speak up against them, and to avoid any action that might influence others to discriminate unfairly.

CEO Steen Karstensen