

Diversity & Inclusion



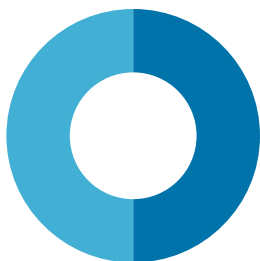
In Maersk Supply Service, we are striving for greater diversity and inclusion both on and offshore. We believe that a diverse and inclusive work culture will foster creativity, innovation, new ways of thinking and an environment where everyone can feel empowered to reach their full potential.

Diversity and Inclusion Policy:

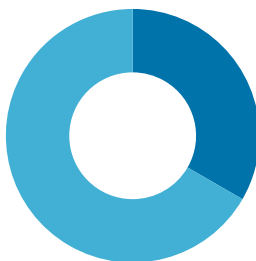
1. **Improving Diversity** – we aim to increase the diversity of our employees at all levels of our organisation, both on and offshore
2. **Driving Diversity and Inclusion** – by ensuring clear commitment to diversity and inclusion from the very top and through all levels of our organisation
3. **Engaging our Employees** – support our employees 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

Our targets

to increase female representation at all levels



40-50% of **cadet intake** is female by 2021



One of three **onshore leaders** are female by 2023



Promote **first female captain** or chief engineer (Top 2) by 2023

Global initiatives to increase diversity and inclusion in Maersk Supply Service

- 1. Recruit more female seafarers and improve retention** of female seafarers; we will deliver improvements to the way we engage females today:
 - Create a community for female seafarers and Female Sounding Board
 - Where possible, have at least two female on vessels at the same time.
- 2. Develop our female seafarers** via mentor programme and exposure to operational challenges, for example, in a different location
- 3. Participate in industry forums** and focus on developing local partnerships
- 4. Set a baseline** for Diversity & Inclusion at Maersk Supply Service and introduce an Inclusion Survey
- 5. Increase awareness for all employees** on diversity and inclusion related topics

Initiatives around the world

- Selected initiatives in key locations



Canada

Employer partnership with Canadian Centre for Diversity and Inclusion



North Sea

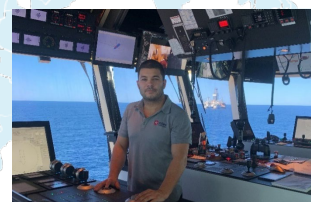
Charter for more women at Sea

CEO Steen S. Karstensen signed in 2020



Brazil

Focus on female retention, Status 11% female seafarer and 13% offshore leaders are females



Australia

Broome Indigenous Trainee and Cadet Partnership Programme

Maersk Minder in 2020



Angola

Cadet programme, launched in 2013

Three graduates are now working in ranks



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