



# **BALTIC EXCHANGE**

Diversity & Inclusion

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**OUR WORD OUR BOND IS AT THE HEART OF WHAT  
THE BALTIC EXCHANGE AND ITS GLOBAL  
MEMBERSHIP STANDS FOR**

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## **ABOUT US**

The Baltic Exchange represents a global community of shipping interests. These include shipowners, charterers and shipbrokers who are collectively responsible for handling a large proportion of the world's dry cargo and tanker fixtures, freight derivative trades as well as the sale and purchase of merchant vessels.

The Baltic Exchange Ltd, through its wholly owned subsidiary is authorised and regulated by the Financial Conduct Authority (FCA). It is the trusted provider of data for the settlement of physical and derivative freight contracts, underpinning risk management tools for the shipping and transportation markets.

Founded in 1744, the Baltic Exchange is head quartered in London with regional offices in Singapore, Shanghai, Athens, Stamford and Houston.

In 2016 the Baltic Exchange was acquired by Singapore Exchange ("SGX").

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The Baltic Exchange is the world's leading source of independent maritime market data.

Our information is used by shipbrokers, owners & operators, traders, financiers and charterers as a reliable and independent view of the dry, tanker, gas, container box and air freight markets. The Baltic Exchange services include:

- Daily benchmarks for dry, wet, container and gas freight markets
- OPEX, S&P, ship recycling & forward assessments
- Air cargo assessments
- Escrow and dispute resolution support
- Executive training via the Baltic Academy
- Networking for shipping professionals

## BALTIC SERVICES



## OUR HISTORY

The Baltic Exchange is the world's only independent source of maritime market information for the trading and settlement of physical and derivative contracts. Our origins date back to 1744 and the activities of the Virginia and Baltick Coffee House.



## COMMITTED TO D&I

At the Baltic Exchange, we are driven by the values of excellence, innovation, integrity and professionalism. Diversity is our heritage - in representing a global maritime community. And inclusion is in our journey to create a workplace that reflects the communities we serve. It is our commitment to foster an inclusive culture regardless of gender, ethnicity, disability status or sexual orientation, where every employee feels included, valued and empowered to draw on these differences in order to leverage diversity as a driver for our values.

## DIVERSITY IN MARITIME INTERVIEW POOL

**W**hat is it? The interview pool is made up of a bank of volunteers from across various sectors who assist organisations to provide female representation and gender balance on an interview panel. The initiative is designed to help maritime organisations that may lack diversity - especially on an interview panel.

The interview pool is one of a kind and something really quite remarkable in paving the way to breaking barriers for women in maritime. Maritime UK is the only organisation in the world providing this initiative and I am privileged to



### DEEPA LAD Compliance manager, The Baltic Exchange

“The Diversity in Maritime Interview Pool was set up by Maritime UK to support organisations connect with women in the maritime sector who can help with recruitment.

The idea behind this is to facilitate the creation of gender balanced interview panels.”

help offer services for interviewers, and in turn interviewees, to ensure female candidates have the opportunity to perform at their best in a male dominated industry.

There are two perspectives here. One is allowing employers to help tackle their

own Diversity and Inclusion challenges, supporting them and in turn advancing D&I initiatives across the maritime industry. The second is that we want to support female interviewees by ensuring they are able to perform at their best and not overcome by “imposter syndrome” when faced by an all-male interview panel.





The Baltic has made an internal commitment to raise awareness and break barriers where D&I is concerned, which is hugely positive. D&I initiatives will be most impactful when we all work together as an industry to tackle long-standing problems and gender imbalance. In short, every company that is involved in the maritime industry should be getting on board.



**W**hy take part? Advancing diversity and inclusion efforts is doing more than just saying “We care about D&I.” It is being able to demonstrate what steps you take to tackle existing D&I challenges. The maritime sector is one industry that has struggled to portray an adequate representation of females within the industry. Arguably, it has been a long-standing issue and, as with most things, it has almost become the “norm.”

I’m taking part in the interview pool as a representative of the Baltic Exchange as everyone has a part to play.



I was inspired to take part because as a female, and someone who joined maritime when there was very little female representation, I felt personally connected to this great initiative. It’s a truly positive step towards tackling gender bias/gender imbalance within the industry and Ensuring women have an equal footing.



**H**ow will this make a positive change to the industry?  
This initiative will see some direct positive action being taken by maritime organisations that lack female representation, however, the positive changes are not limited to that. For example, this initiative not only provides access, it is also driving a beneficial cultural change within organisations.

Seeing companies access the interview pool is allowing maritime companies to address D&I in their recruitment and hiring practices, which is one of the most important areas to focus any D&I strategy on.

There has been strong empirical evidence that D&I can be beneficial for all. For employers, you have the ability to be more innovative as you have access to a diverse talent pool of ideas. For employees, an inclusive environment will allow for employee productivity and engagement. This can lead to employees taking more pride in their work and having a desire to come to work which results in higher employee retention.

If an organisation is keen to evolve its D&I approach, where is better to look than at your own interview panel?

Unconscious bias can be an issue in recruitment processes. Whilst there is no exact quantifiable way to measure D&I and whether it is achieved, this interview pool certainly changes perceptions for all the right reasons.

To find out more, please visit the dedicated page on the Maritime UK website [here](#).





## ETHNICITY IN MARITIME NETWORK BOOK CLUB

**W**hat is the book club? The Ethnicity Network Book Club is a series of informal and intimate online meet-ups that give its members an opportunity to read, listen and discuss books that broaden the knowledge and understanding of race and the impact of racism.



### SAMAA ADDO

Marketing Manager & D&I Lead, The Baltic Exchange

“2020 really sparked people to take a closer look at the issues of race and racism in society today. I wanted to create this book club to give the network a chance to reflect on how these issues affect us, our peers and how we relate to each other as colleagues in the maritime industry.”



### JULIE LITHGOW

Council member, The Baltic Exchange and Vice-Chair, The Ethnicity and Maritime Network

“We launched our Ethnicity in Maritime Network, as part of the Diversity in Maritime programme, to bring together individuals from culturally diverse backgrounds, and allies, to shine a strong spotlight on the specific problem of racial inequality.”

**H**ow does the Book Club work? The Ethnicity Network Book Club is co-hosted by Julie Lithgow and Samaa Addo. In each session they lead the discussions on the selected book, unpack the major themes, reactions and questions and contemplate the meaning and implications on our lives and the world around us. The group have been hosting sessions via Zoom and using Goodreads as the ‘virtual bookshelf’ where they encourage members to pop their book recommendations or suggestions for future sessions. The book club takes place roughly every six weeks. The power of a network is being able to turn barriers into solutions and ideas into reality.

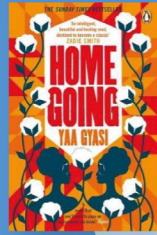
To find out more, please visit the dedicated page on the Maritime UK website [here](#).



## PAST BOOK CLUB SESSIONS

DIVERSITY IN MARITIME: ETHNICITY NETWORK BOOK CLUB

19 JAN 2021



### Homegoing, Yaa Gyasi

Effia and Esi: two sisters with two very different destinies. One sold into slavery; one a slave trader's wife. The consequences of their fate reverberate through the generations that follow. As each chapter offers up a new descendant, alternating between Effia's and Esi's bloodline right up to the present day.

### Why I'm No Longer Talking to White People About Race, Reni Eddo-Lodge

Exploring issues from eradicated black history to the political purpose of white dominance, whitewashed feminism to the inextricable link between class and race, Reni Eddo-Lodge offers a timely and essential new framework for how to see, acknowledge and counter racism.

DIVERSITY IN MARITIME: ETHNICITY NETWORK BOOK CLUB

2 MAR 2021



### Americanah, Chimamanda Ngozi Adichie

Addressing issues of race and dislocation, Adichie's bold and expansive novel functions perfectly as both a love story and a powerful political statement about the human cost of military conflict.

DIVERSITY IN MARITIME: ETHNICITY NETWORK BOOK CLUB

27 APR 2021

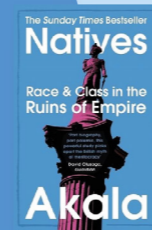


### Natives: Race and Class in the Ruins of Empire, Akala

Covering everything from the police, education and identity to politics, sexual objectification and the far right, Natives speaks directly to British denial and squeamishness when it comes to confronting issues of race and class that are at the heart of the legacy of Britain's racialised empire.

DIVERSITY IN MARITIME: ETHNICITY NETWORK BOOK CLUB

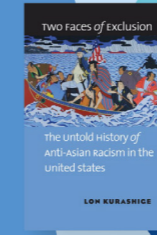
8 JUN 2021



## FUTURE BOOK CLUB SESSIONS

DIVERSITY IN MARITIME: ETHNICITY NETWORK BOOK CLUB

7 SEP 2021



### Two Faces of Exclusion: The Untold History of Anti-Asian Racism in the US, Lon Kurashige

Lon's history of anti-Asian racism in the US offers a timely reinterpretation of the debates over Asian immigration. The history of the American exclusionist impulse and its deep connection to ongoing political debates about just how the US polices its borders and its citizenship.

### The Hidden Girl and Other Stories, Ken Liu

The Hidden Girl serves up dazzling melancholy and first-rate storytelling from one of the most celebrated authors in contemporary sci-fi. This collection includes sixteen of his best science fiction and fantasy stories from the last five years – plus a new novella.

DIVERSITY IN MARITIME: ETHNICITY NETWORK BOOK CLUB

19 OCT 2021



DIVERSITY IN MARITIME: ETHNICITY NETWORK BOOK CLUB

30 NOV 2021



### Mixed/Other, Natalie Morris

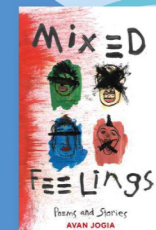
In this timely and vital discussion of multiraciality in today's Britain, Morris explores various forms of societal pigeon-holing and the unique challenges they pose to those of mixed heritage.

### Mixed Feelings: Poems and Stories, Avan Jogia

From actor Avan Jogia comes a collection of poetry and art about living as a mixed-race person in a world increasingly fixated on racial identity. In Mixed Feelings, Avan Jogia explores his complicated emotions around race, identity, religion, love, and loss through poetry and imagery.

DIVERSITY IN MARITIME: ETHNICITY NETWORK BOOK CLUB

11 JAN 2021

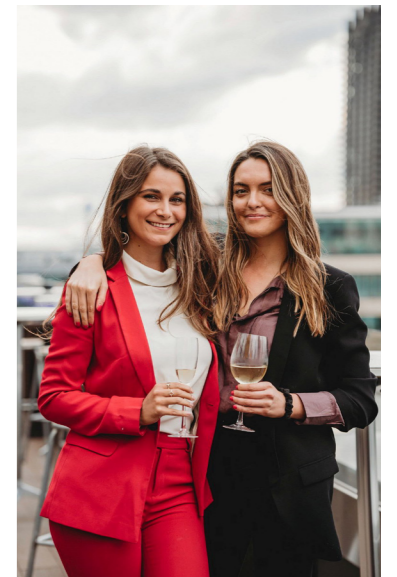






Women Together holds informal social events to connect women in broking and trading roles for networking, camaraderie and mutual support.

To find out more about Women Together, please visit the website [here](#).



**JANET SYKES**  
CCO, The Baltic Exchange

“We are delighted to support events that help women progress their careers in shipping. Diversity in the workplace is crucial if our male-dominated industry wants to attract the best talent and continue to thrive.”



**J**uly 2021, The Baltic Exchange sponsored the Women Together: Summer Celebration, in conjunction with Jo Malone at The Aviary Rooftop in London.

Women Together is a professional networking group for ladies working in London’s broking and trading communities.

**SUPPORTING INITIATIVES**

To learn about the Baltic Exchange or more about our D&I initiatives, please contact:

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