

Maritime UK's Diversity, Inclusivity and Equity Charter

Maritime UK is committed to fostering an inclusive and equitable environment where all individuals, regardless of gender, mental health status, sexual orientation, or ethnicity, feel valued, respected, and empowered within the maritime sector. The Diversity Charter outlines commitment to these principles and establishes specific steps to promote diversity and inclusion within our industry.

A structured framework that incorporates the four safe areas identified: Women in Maritime, Mental Health in Maritime, Pride in Maritime, and Ethnicity in Maritime which will be supported by a number of 'toolkits' and resources to assist companies reach those targets.

Our Vision and Mission are:-

Vision: To foster an inclusive and equitable maritime industry where every individual, regardless of gender, mental health status, sexual orientation, or ethnicity, feels valued, respected, and empowered to contribute and succeed.

Mission: To implement and promote policies, practices, and initiatives that support diversity, equity, and inclusion across all levels of the maritime industry, ensuring safe spaces and equal opportunities for all.

- Women in Maritime Pledge to increase representation of women at all levels, particularly in leadership and decision-making roles and promote equal opportunities within your organisation
- Mental Health in Maritime Pledge to promote mental well-being and provide support for mental health issues within your organisation
- Pride in Maritime Pledge to ensure a safe and inclusive environment for LGBTQ+ individuals in your organisation
- Ethnicity in Maritime Pledge to promote the inclusion and advancement of ethnic minorities in your organisation

Charter companies are obliged to agree an 'action plan', setting out individual targets for each participating company within each pledge. A key commitment is that companies identify a member of senior management responsible for implementation of the action plan as well as distributing a survey to staff on workplace culture. Performance against action plans will be self-assessed and Charter status will be discussed and agreed by the Diversity in Maritime Steering Group.

We are calling upon more organisations to come forward and start their Charter journey.