

Maritime UK's Diversity, Inclusivity and Equity Pledge

We commit to fostering an inclusive and equitable environment within the maritime sector, where all individuals, regardless of gender, mental health status, sexual orientation, or ethnicity, feel valued, respected, and empowered. To achieve this, we pledge to actively and regularly:-

1. **Promote Diversity:** Actively encourage and support the recruitment, retention, and promotion of a diverse workforce. We will strive to create teams that reflect the richness of our communities and the global nature of the maritime industry. We Recognise and understand that diversity is both visible and invisible.
2. **Foster Inclusivity:** Cultivate a culture where all employees/seafarers feel welcomed, included, and able to bring their authentic selves to work. We will implement policies and practices that ensure everyone has a voice and feels they belong.
3. **Ensure Equity:** Commit to fair treatment, access, opportunity, and advancement for all individuals. We will address any barriers that may exist due to systemic inequalities and work towards eliminating discrimination in all its forms.
4. **Support Mental Health:** Recognise the importance of mental health and well-being in the workplace. We will provide resources, training, and support to create a mentally healthy work environment where employees/seafarers feel safe to seek help and discuss mental health issues.
5. **Champion Gender Equality:** Promote gender equality by supporting equal opportunities for all genders. We will work towards closing gender gaps, particularly in leadership roles, and ensure our policies and practices are free from gender bias.
6. **Celebrate Ethnic Diversity:** Recognise and celebrate the cultural richness that comes from ethnic diversity. We will work to eliminate racial and ethnic disparities and ensure that our workplace is inclusive and respectful of all backgrounds.
7. **Support LGBTQ+ Individuals:** Foster a supportive and inclusive environment for LGBTQ+ employees/seafarers. We will ensure that our policies and practices are inclusive of all sexual orientations and gender identities, and we will actively combat discrimination and bias against LGBTQ+ individuals.
8. **Educate and Train:** Provide regular training and education on diversity, equity, and inclusion to all employees/seafarers. We will ensure that everyone understands the importance of these values and knows how to contribute to a positive and inclusive workplace.
9. **Accountability and Transparency:** Hold ourselves accountable by regularly reviewing our progress towards these commitments. We will be transparent in our efforts and outcomes, and we will continuously seek feedback to improve.
10. **Embrace Neurodiversity:** Recognise the unique strengths and perspectives of neurodivergent individuals. We will work to provide an environment where neurodivergent employees feel supported and empowered, with practices that embrace different ways of thinking, working, and contributing.

By signing up to this pledge, we affirm our commitment to creating a maritime sector that is inclusive, equitable, and welcoming for all. We believe that by fostering such an environment, we will not only enhance the well-being of our employees/seafarers but also drive innovation, performance, and success in our industry.