



Charter

Charter for More Women in Shipping

More women in shipping – both at land and at sea – will not only provide us with a larger talent pool to recruit from, but will also mean more dynamism, a better working environment and better opportunities for more nuanced decision-making, thus contributing towards an increased level of competitiveness.

We therefore wish through this charter to adopt the goals established by Danish Shipping to:

- Increase the number of women in shipping
- Ensure that women and men have equal opportunities to develop careers in shipping
- Implement concrete, measurable efforts within companies, maritime training institutes and other organisations in order to increase the number of women in shipping and to retain those already there

By signing up to this charter, we undertake to adopt concrete measures to increase the number of women working in our own company. These measures will be adapted to the specific circumstances of our company such as current number of female employees, etc.

In particular we undertake to:

- Develop a strategy or plan to increase the number of women in our company and to set out and implement initiatives in support of this
- Develop and set goals to increase the number of women in our company, either for the company as a whole or within each individual department (e.g. land and sea), and to set deadlines by which these goals are to be achieved
- Appoint a member within senior management to take responsibility for this initiative
- Ensure a working culture and personnel policy which promote equal opportunities for both men and women
- Share experiences and results of the work done on the basis of this charter with other participants and to contribute towards the efforts of Danish Shipping to generate visibility for this work.