

Diversity & Inclusion in the workplace

Our Aim

We are committed to providing positive, productive and supportive working environments where all employees are valued and inspired to be the best they can be. ***We will treat every employee with respect and dignity and we will not tolerate discrimination or harassment of any kind.*** Further information on our aim is provided to our employees through local HR policies, the Maersk Commit rules and the Whistleblower system.

What are we doing at Maersk?

Our diversity and inclusion strategy is a fundamental component of our approach to talent and ensuring the future success of our business. We understand that talent is naturally diverse. Ensuring that we hire, retain and develop diverse talent as well as creating a culture of inclusion where employees and creativity can thrive, are therefore the key drivers behind our diversity and inclusion strategy.

Due to the traditionally male dominated industry that we are in and the global reach of our organisation, gender and nationality are two of our key focus area. We have global targets in place for the top 5 levels of our organisation for both gender and nationality as this is where we see a greater need to increase the levels of diversity. The targets allow us to measure our progress with regards to gender and nationality, and are reported annually in our sustainability report.

The future of diversity and inclusion at Maersk is focused on four main priorities that make up our diversity and inclusion strategy:

- 1) **Driving diversity** – we aim to increase the number of women and target nationality* employees at the top 5 levels of our organisation. We do this through targets at different points of the employee life cycle and targeted development programs to equip our employees for success.
- 2) **Inclusion capability building** – we aim to build a culture of inclusion where employees from different backgrounds can flourish. We have a number of initiatives in place to help our leaders and employees build their knowledge and capabilities in becoming more inclusive.
- 3) **Leader lead agenda** – we encourage our leaders to own their own local diversity and inclusion agendas to ensure accountability and relevancy.
- 4) **Engaging our employees** – we provide tools and channels of communication to ensure that our employees are able to engage and shape the diversity and inclusion agenda and have the information and support they need to help Maersk become more diverse and inclusive

We have a great culture at Maersk and enabling our employees to be more inclusive will not only add to the employee experience of working at Maersk but benefit our business results.

Please refer to the Maersk Sustainability report for further information on our policy and targets for diversity and inclusion in the workplace.

*Target nationalities are the growth markets, that are defined as all countries that are not in the OECD High Income Countries