

 <b>MARiTECH</b> COMMERCIAL	Issue No.:	1
	Date:	01/2025
	Issued by:	JG/TGM
<b>Diversity, Equity &amp; Inclusion (DEI) Policy</b>	Page No.:	Page 1 of 3

MARiTECH is committed to building and maintaining a diverse, equitable, and inclusive workforce that reflects the communities we serve and fosters a sense of belonging for all employees. We believe that diversity drives innovation, strengthens collaboration, and improves business outcomes.

This policy provides the framework for our DEI commitment by establishing guidelines and expectations for providing measurable evidence of our diversity, equity, and inclusion efforts across all levels of the organization.

**Why This Matters to MARiTECH:** Since our founding in 1986, MARiTECH has been shaped by global perspectives — from our roots in India and New Orleans to our expansion into 80+ countries and 670+ ports. Diversity is not new to us; it is embedded in our workforce, which includes women leaders, veteran mariners, and colleagues who have overcome displacement as refugees.

Our commitment to equity and inclusion extends beyond compliance — it is about honoring the seafaring traditions of resilience and community while ensuring the next generation of maritime professionals sees MARiTECH as a place where they belong.

## **Evidence and Accountability**

### **Data Collection and Reporting**

- Regular collection and analysis of workforce demographic data, including race, ethnicity, gender, age, disability status, and veteran status.
- Establishment of benchmarks to track progress toward DEI goals.

### **Reporting**

- Quarterly and annual reports summarizing DEI metrics will be submitted to the DEI Committee and Executive Leadership.
- These reports will also inform MARiTECH's annual CSR and Sustainability Disclosures.

### **Annual Review**

- A formal annual review will evaluate the effectiveness of DEI strategies and initiatives.
- Findings will guide corrective actions, policy refinements, and new initiatives.

## **Areas of Focus for Evidence**

	Issue No.:	2
	Date:	03/2025
	Issued by:	JG/TGM
<b>SUSTAINABLE PROCUREMENT POLICY STATEMENT</b>	Page No.:	Page 2 of 3

- Recruitment & Hiring
  - Partnering with diverse professional organizations and educational institutions.
  - Implementing bias-free recruiting technologies and diverse interview panels.
  - Tracking applicant flow and candidate demographics to assess representation.
- Promotion & Advancement
  - Monitoring promotion rates and leadership demographics for fair representation.
  - Conducting bias reviews of promotion and succession planning processes.
- Compensation
  - Regular pay equity audits across demographic groups.
  - Commitment to addressing and closing any identified gaps.
- Training & Development
  - Tracking participation in DEI training, mentorship programs, and workshops.
  - Ensuring 100% of employees receive annual DEI and anti-discrimination training.
- Workplace Culture
  - Conducting annual employee engagement and inclusion surveys.
  - Using focus groups and exit interviews to gather qualitative insights.
- Supplier Diversity
  - Monitoring engagement with diverse-owned suppliers (women, minority, LGBTQ+, veteran).
  - Disclosing supplier diversity progress as part of the Sustainable Procurement Policy.

To make DEI meaningful to our operations, MARiTECH is committed to:

- Ensuring every employee feels valued and heard, whether in port, at sea, or in the office.
- Celebrating cultural traditions across our global offices.
- Striving for leadership teams that reflect the diversity of our workforce.
- Extending DEI beyond employees to include suppliers, clients, and communities.
- Using DEI principles to strengthen collaboration, safety, and client trust in the maritime industry.

 <b>MARiTECH</b> COMMERCIAL	Issue No.:	2
	Date:	03/2025
	Issued by:	JG/TGM
<b>SUSTAINABLE PROCUREMENT POLICY STATEMENT</b>	Page No.:	Page 3 of 3

## Roles and Responsibilities

- Leadership: Champion DEI initiatives, allocate resources, and ensure organizational accountability.
- Managers: Implement equitable practices, mentor team members, and foster inclusivity.
- DEI Committee: Oversee policy implementation, review reports, and recommend continuous improvements.
- Employees: Abide by this policy, respect others, and actively contribute to an inclusive workplace culture.

## Implementation Roadmap

1. Assess Current State: Conduct an internal diversity audit to establish a baseline.
2. Align with Company Goals: Ensure DEI objectives reflect MARiTECH's mission, values, and ESG commitments.
3. Engage Stakeholders: Involve leadership, HR, and employee representatives in shaping DEI priorities.
4. Communicate Clearly: Publish and communicate the policy in accessible formats across all offices.
5. Review Regularly: Monitor progress quarterly and review annually to ensure continuous improvement.

## Local Adaptation

Each MARiTECH office may further adapt this policy to reflect local cultures, workforce demographics, and community needs, while upholding the global principles outlined herein.

Endorsed by

Jasmine Gorowara

Legal Counsel

Date: 6 March 2025

Tanya G. McGlone

Compliance

Date: 6 March 2025