



SHIPPING GROUP

# Diversity, equity, and inclusion policy







## Our diversity, equity, and inclusion policy

### Our DEI Policy

At JR Shipping Group we highly value diversity, equity, and inclusion (DEI). We strongly believe that an inclusive and respectful working environment with focus on team spirit, sharing experiences, and fair and equivalent opportunities for all individual employees is key to the success of our shipping company. To anchor this belief in our organization and processes we have implemented a DEI Policy. This policy reflects national and international laws and regulations governing workplace practices and is committed to upholding the highest standards of ethical conduct.

JR Shipping Group takes a holistic view of diversity and inclusion; therefore, this policy outlines JR Shipping's approach to gender diversity and to diversity as a whole. Our DEI Policy applies to all employees within the JR Shipping Group – JR Shipping and SeaZip Offshore Service – both seafarers and shore employees.

### Our commitment: embracing differences

We embrace, value, and are committed to an inclusive environment where differences are respected. Differences in gender, physical ability, sexual orientation, nationality, gender identity, race, religion, age, education, industry background, or any other characteristic.

At JR Shipping Group, we do not tolerate any form of discrimination, harassment, or bullying against our employees. Our commitment to fostering a respectful and inclusive workplace is firmly embedded in our organizational ethics, internal governance rules, and business code of conduct. This dedication extends to our alignment with the United Nations Sustainable Development Goals (SDGs), particularly emphasizing SDGs 5, 8, 10, and 16, which underscore our focus on promoting diversity and inclusion within our company.

## Our approach

In today's dynamic and interconnected business landscape, embracing diversity, equity, and inclusion is not merely a moral imperative but a strategic necessity. JR Shipping Group recognizes the profound impact that a diverse and inclusive workplace can have on our overall business success. Diversity is part of our business and essential to our future success for multiple key factors:

### 1. Innovation and Creativity:

- Diverse teams bring together individuals with a wide range of perspectives, experiences, and problem-solving approaches.
- Innovation flourishes in an environment where diverse ideas and viewpoints are welcomed and valued.

### 2. Talent Acquisition and Retention:

- A diverse and inclusive workplace enhances our ability to attract talent and professionals from various backgrounds.
- Employees are more likely to stay engaged and committed when they feel respected, included, and have equal opportunities for growth.

### 3. Market Competitiveness:

- A diverse and representative workforce reflects the diverse nature of the client base we serve.
- Diversity helps us understand and meet the evolving needs of a diverse market, giving us a competitive edge in the industry.

### 4. Global Perspective and Cultural Competence:

- As a global organization, a diverse workforce ensures cultural competence and adaptability in an ever-changing international business environment.
- It positions JR Shipping Group to navigate cultural nuances, establish strong international partnerships, and effectively serve diverse customer bases.

## Our commitments

To ensure an inclusive environment where differences are respected, JR Shipping is committed to multiple aspects that foster diversity, equity, and inclusion.

### I. Commitment to Diversity

#### 1.1 Inclusive Hiring Practices:

JR Shipping Group is dedicated to implementing inclusive hiring practices to attract and retain a diverse workforce. We will actively seek out and consider candidates from a variety of backgrounds to ensure equal opportunities for employment.

### II. Commitment to Equity

#### 2.1 Pay Equity:

JR Shipping Group is committed to ensuring equal pay for equal work. We will regularly review our compensation policies and practices to identify and address any potential pay disparities based on gender, race, or other protected characteristics.

#### 2.2 Career Development:

We will provide equal opportunities for career development and advancement for all employees.



This includes mentorship programs, leadership training, and other initiatives to support the professional growth of individuals from underrepresented groups.

### III. Commitment to Inclusion

#### 3.1 Inclusive Culture:

JR Shipping Group will foster an inclusive culture where all employees feel a sense of belonging. We encourage open communication, collaboration, and mutual respect among team members.

#### 3.2 Accessibility:

JR Shipping Group will ensure accessibility and accommodation for employees with disabilities. We believe that every employee, regardless of any disabilities, has the right to the accommodations essential for them to work effectively and feel valued, recognized, and included.





## IV. Commitment to Enforcement

### 4.1 Enforcement of Policy

JR Shipping Group prohibits discrimination based on race, appearance, religion, sex, sexual orientation, gender identity, national origin, age, disability, or any other protected status. We are resolute in our commitment to enforcing this policy across the organization and will take prompt and decisive action if any instance of discrimination is identified.

### Our targets

JR Shipping Group has set multiple targets for diversity and inclusion to establish an environment that demonstrates our unwavering commitment to equality and representation. Our specific goals include:

- Stimulate the number of female workers on our vessels to create a better representation of gender diversity across our maritime workers.
- Stimulate the number of women in leadership roles within our organization, striving for a more balanced and inclusive leadership team.

These targets align with our broader mission to cultivate an inclusive workplace where all individuals, regardless of gender, have equal opportunities for professional growth and advancement.

### Accountability

The primary responsibility lies with the managing owners, who play a crucial role in implementing and enforcing the policy. Additionally, the board of directors is actively involved in overseeing adherence to the policy. It is essential to emphasize that all employees share the responsibility of implementing these values and ensuring their respect within our organization.

Violations of the policy will be thoroughly reviewed by the managing owners and/or responsible colleagues for the affected department or operations. Appropriate consequences will be applied based on the severity of the violation, ranging from a formal warning to the termination of the contract. This approach underscores our commitment to maintaining a workplace that upholds our values and principles regarding diversity and inclusion.

Together, we will create an environment where everyone feels valued, heard, and empowered to contribute their unique perspectives.

### We are JR Shipping Group

At JR Shipping Group, we do not distinguish one group from the other. Everyone is equal; everyone makes a contribution. To quote one of our captains: *'We at JR Shipping Group do not distinguish between nationalities. The only criteria for a good crew are commitment, motivation, maritime skills, and having an open mind for other cultures and views. We listen to each other and learn from each other.'*

Collaboration is vital for our shipping company. Not only among the crew members aboard our vessels, but also between our vessels on the one hand and the organization ashore in Harlingen on the other. We are constantly connected with each other. Together, we work to secure safe and high-quality operational processes. Together, we see to it that the cargo we transport across the sea reaches its destination safely and on time. This means that our customers are permanently aware of our commitment to **Excellence in Sustainable Short Sea Shipping**.

Act like a team, behave like a team member. Empathize with others and bridge language and cultural differences. With the motto **People First**, we remain committed to a positive, healthy, safe, and inclusive working environment in which all our employees feel valued and find opportunities to grow. So that you can say with pride: **We are JR Shipping Group**.



Watch our video:  
**We are JR Shipping Group**