

# zero MARINE

## GENDER EQUALITY POLICY

As the UK's first and only Zero Emission charter service is bringing revolution to the marine sector in terms of environmental credentials and carbon saving deliverables. Naturally, we are also equally committed to our teams diversity and inclusivity.

Sadly, whilst improving, today women represent only 1.2% of the global seafarer workforce (BIMCO/ICS 2021 Seafarer Workforce Report). The report identifies this issue as the greatest inequality challenge facing the maritime sector.

However a step change at Zero Marine is underway with the following objectives in relation to our on-going gender equality programme already achieved;

- Throughout **2022** and **2023 66%** of our **workforce** were **Women**
- To ensure this includes front line operational roles all of our female team are trained and accredited to RYA boat handling certification schemes
- **2023** goal of ensuring **50%** of our **Directors** are **Women** concluded



This Gender Equality Policy was approved by our Directors and reviewed annually.

Claire Clarke  
Director