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# Gender Equity

## Purpose

To set out Grieg Maritime Group’s principles in ensuring that we maintain a gender equity-based approach to all its organisational operational activities.

## Scope

## Policy Statement

Grieg Maritime Group is committed to supporting gender equity in our workplace. We aim to ensure that all our staff have the same opportunities, rights and respect, regardless of their gender.

Gender equity is the process of being fair to women and men. Gender equity recognises that within all communities, women and men have different benefits, access to power, resources, and responsibilities.

To ensure fairness, strategies must often be available to compensate for women’s historical and social disadvantages that prevent women and men from operating on an equal playing field. Gender equity leads to gender equality, where there are equal rights, responsibilities and opportunities for women and men.

## Definitions

**Gender Equity** Gender equity is the process of being fair to women and men according to their needs. This may include equal treatment, or it may include treatment that is different but considered equivalent in terms of rights, benefits, obligations, and opportunities. Gender equity recognises that within all communities, women and men have different benefits, access to power, resources and responsibilities.

**Gender Equality** Gender equity leads to gender equality, where there are equal rights, responsibilities and opportunities for women and men.

## Our Principles

- Ensure Grieg Maritime Group as a workplace provides equitable opportunities for its male and female employees and maintains an organisational culture which supports gender equity.
- Promote a family friendly workplace for men and women through the following activities:
  - Parental leave options for both men and women
  - Flexible working arrangements to employees
  - Working from home options for employees
  - Regular review of policy, procedure, and strategy to ensure gender equity principles are maintained
- Create an equitable, respectful, and enabling environment for men and women within the organisation through the following activities:
  - Ensure that there is gender representation in all cross functional teams, interview and assessment panels
  - Ensure that gender equity exists with regards to remuneration of employees
  - Seek opportunities to encourage gender diversity in positions historically filled by gender stereotypes
- Demonstrate gender equity social responsibility through the following community related activities:
  - Require suppliers to Grieg Maritime Group to support our principles through our Supplier Code of Conduct
  - Ensure senior representation on external networks that address gender equity issues - Support external organisations that demonstrate gender equity

### Responsibility for Implementation of Policy

CEO and Top Management Team	Championing the policy
Managers	Communicating the policy to all employees Adhering to policy Addressing issues
CPOO	Reviewing the policy Communicating the policy to the organization Advising and assisting managers in addressing issues Providing training and awareness
All Employees - Land and Sea	Adhering to the policy Attending training/awareness programs

### Other references:

Personnel Handbook  
Human Rights Policy