



# EQUALITY, DIVERSITY AND INCLUSIVITY

We at Blue Marine strongly believes in valuing people as individuals, each with their own opinions, culture, lifestyle and circumstances. We are committed to cultivating an environment that is rich in diverse and talented individuals.

A commitment to equality, diversity and inclusion (ED&I) benefits everyone. It brings a depth of understanding that strengthens internal performance and collaboration between teams. A framework where diverse ideas can converge makes for improved, innovative business decisions. We recognise that when it comes to ED&I, the sector in which we operate is not where it needs to be. This only strengthens our resolve to make changes.

Our aim is to eliminate any discrimination or barriers to equality, diversity and inclusion (ED&I) and for Blue Marine to be representative of all sections of society. From our sponsors and donors to our employees and trustees, we want all our stakeholders to feel respected and able to give their best.

Blue Marine now has a dedicated ED&I Committee that works to uphold the values to which the charity is committed. These are our focus areas for 2024:

- Developing a strategy to ensure that ED&I values and practices are embedded in the organisation, internally and externally.
- Analysing the current demographics at Blue Marine and the level of understanding around ED&I topics, through surveys and metrics.
- Fostering a working environment free of bullying, harassment, victimisation and

unlawful discrimination – one that promotes dignity and respect for all, where individual differences and the contributions of all employees are recognised and valued.

- Training our workforce to increase understanding of ED&I, and the potential barriers to ED&I in the field of marine conservation; challenging the way we have done things previously and reviewing our operational policies and practices.
- Evaluating and reforming recruitment to ensure equity of access, reduce unconscious bias and develop more inclusive experiences for candidates.
- Committing to our internship program for under-represented groups.
- Supporting educational projects with our international partners and listening to their perspectives on how Blue Marine can increase its cultural awareness.

We have already started this important work, and our ED&I statement will evolve as we review, improve, and reflect.

Blue Marine has an egalitarian culture that can only be strengthened by its commitment to improved ED&I practices. It takes time and courage to nurture an inclusive culture where diversity can flourish. It is a goal we believe is in keeping with Blue Marine's values and strengths.