

Diversity and Inclusion

What you need to know

This poster is part of our Diversity and Inclusion programme, please make sure you are fully aware of all our other policies and practices.

All of our seafarers have the right to work on board vessels where risks to their health, safety and wellbeing are properly considered and controlled. Diversity and Inclusion is about ensuring that you feel a sense of belonging to, and support from, this company; and that your identity(/identities) is (/are) represented and valued within our culture. This poster aims to help you understand our policies and guidelines relating to Diversity and Inclusion in the workplace.

_____ is committed

to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. To creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all and where individual differences and the contributions of all staff are recognised and valued.

The Company will also not tolerate any form of workplace violence. Workplace violence is considered to be any incident where a person is physically or emotionally attacked or threatened on board. It includes (but is not limited to): Any type of direct physical contact such as punching, pushing, tripping, spitting or blocking of someone's way; Any form of unwanted physical contact, sexual harassment and sexual violence.

WHAT IS WORKPLACE BULLYING?

Workplace bullying occurs when an individual, or a group of individuals, repeatedly behaves unreasonably towards a worker, or a group of workers, and the behaviour creates a risk to health and safety. It includes both physical and psychological abuse.

Direct bullying occurs directly between the bully and the targeted victim. Direct bullying is typically overt and the victim knows the bullying is occurring. There is often no attempt from the bully to hide his or her identity.

Direct bullying includes but not limited to:

- Behavior is directed at the victim
- Identity of the bully is usually known
- Bullying is apparent to the victim and witnesses
- Generally leaves tangible evidence

WHAT IS INDIRECT BULLYING?

Indirect bullying may consist of actions designed to inflict psychological harm on the targeted victim by damaging them:

- Reputation with peers
- Relationships with peers
- Self-esteem

Examples of indirect bullying may include, but are not limited to:

- Spreading rumours or gossip about the victim
- Telling peers to ignore or not be friends with the victim
- Sharing embarrassing photos or videos of the victim through technology or social media
- Leaving the victim out of something on purpose

WHAT EMPLOYEES MUST DO

The Company has a zero tolerance policy and its seafarers need to:

- Not to engage in harassment, bullying or workplace violence;
- Not to aid, abet or encourage others to engage in harassment, bullying or workplace violence; To behave in a responsible and professional manner and reporting if they observe it;
- Treat others in the workplace with courtesy and respect;
- Listen and respond appropriately to the views and concerns of others; and To be fair and honest in their dealings with others.

WHAT YOU MUST DO - ARE YOU EXPERIENCING BULLYING, HARASSMENT OR BEING SUBJECTED TO VIOLENCE?

Complaints of bullying, harassment and workplace violence will be taken seriously and will be handled in accordance with the Company's Grievance Handling Policy you can obtain a copy from

If you make a complaint of workplace bullying, harassment or violence it will be taken seriously and will be dealt with empathetically and in a confidential manner (except where the Company deems it is necessary to disclose information in order to properly deal with the complaint).

You will never be victimised or treated unfairly for making a complaint.

If the claim is found to be substantiated, the Company will act in accordance with its Disciplinary & Termination Policy.

Please note that any worker found to have fabricated a complaint may be subject to disciplinary action under the Disciplinary & Termination Policy, up to and including termination of employment.



IF THERE IS A PROBLEM

Company DPA Contact Details

Company Alternative Contact

HELPLINES AND WEBSITES:

www.seafarerhelp.org - Free, confidential and available 24/7, all year round
<https://www.seafarerswelfare.org/our-work/iswan-for-seafarers-app>
<http://sailine.org.uk>
<https://saferwaves.org> - Safer Waves offers support and information to merchant seafarers who have experienced sexual violence or gender discrimination while working at sea.

MENTAL HEALTH SUPPORT

<https://icallhelpline.org>
<http://www.mindcall.org/>