

In 2022 we kickstarted the  
Cultural Transformation

ONE Team Together



# What key impact are we looking for



A **psychological safe work environment** where everyone can speak up



A **zero tolerance towards SASH** and clear and simple procedures and case handling



A work environment **free from harassment, bullying and discrimination**



A fleet with the **strongest leaders of the industry**



A **gender balanced** fleet



A strong **collaboration** between sea and shore



A **strong talent pool** across sourcing areas



## Key Structural changes:

Female Crew Connects

Simplified complaint procedure & Launch of SeafarerHotline

Respectful Victim Response Training of shore based employees

Planning females together

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Psychological safety is the sense among colleagues in a team that you won't be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes”

# 1,5 year in: Full speed on training, anti-SASH and internal buy-in



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...Thank you

