# In 2022 we kickstarted the Cultural Transformation



### What key impact are we looking for



A psycological safe work environment where everyone can speak up



A zero tollorence 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

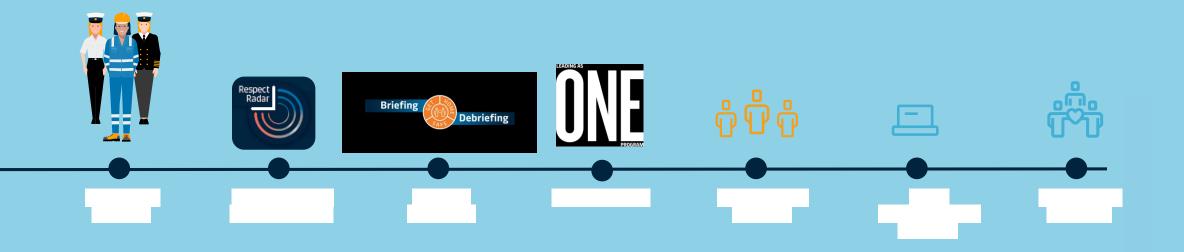


A strong collaboration between sea and shore



A **strong talent pool** across sourcing areas

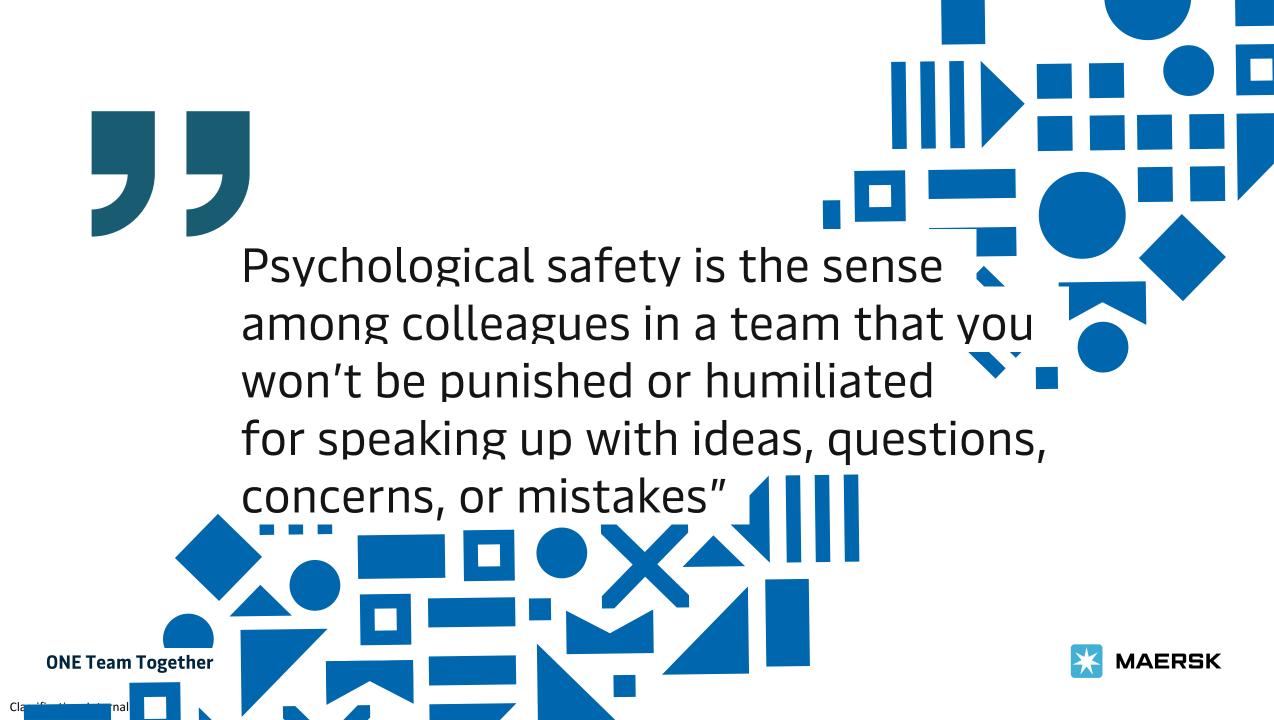




#### **Key Structual changes:**

Female Crew Connects
Simplified complaint procedure & Launch of SeafarerHotline
Respectful Victim Response Training of shore based employees
Planning females togehter





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





# ...Thank you

