

## EMPLOYEE RELATIONS



### 2024 target

### 2023 progress

### 2023 targets

High focus on diversity and gender equality in recruitment and under service.

Done

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Recruiting, educating and retaining a skilled workforce

Done

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Systematic on-the-job training trough Living The Vision programme

Done

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Implement a good understanding of revised values (Mutual Respect, Quality and Team Spirit.

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Highfocus on job/vessel specific training /Comp.Enhancement

Done

Increase focus on job specific training /Comp.Enhancement

Career development, communication/leadership development

Done

Career development, communication/leadership development

Use trainee positions on all vessels /cadets/jr offs/trainees to secure future recruitment need

Done

Secure trainee positions on all vessels /cadets/jr offs/trainees

## DIVERSITY AND INCLUSION



### 2024 target

### 2023 progress

### 2023 targets

Select 20-30 % female cadets during our initial selection.

Actively promote diversity in our recruitment and rotation

Target minimum 2 female pr vessel when using femal crew