



Alliance for a Diverse, Equitable, and Inclusive Maritime Industry

The **All Aboard Alliance** emerged from discussions among maritime industry leaders during the 2020 Global Maritime Forum's Virtual High-Level Meeting. Alliance members are united by a common commitment to fostering diversity, equity, and inclusion both at sea and onshore. This shared vision aims to transform the maritime industry into a sustainable, forward-thinking, and innovative sector that we can all take pride in.

As a need for enhanced DEI (diversity, equity, and inclusion) efforts is often emphasised across the maritime industry, the All Aboard Alliance is dedicated to making substantial improvements in these areas. This commitment extends beyond meeting the expectations of key maritime industry stakeholders; it is rooted in the recognition that the industry must harness a diverse range of skills and competencies to navigate the complex challenges posed by decarbonisation, digitalisation, and automation.

To thrive in this changing landscape, the maritime industry must foster collaboration to retain its existing talent pool and, crucially, attract new talent. The All Aboard Alliance and its Member Companies takes the lead in driving this transformation by fostering cooperation and implementing initiatives within its member companies.

All Aboard Alliance approach:

The All Aboard Alliance's primary objective is to establish a platform for industry-wide collaborative and ambitious initiatives. This community of action enables industry leaders to actively unite in their efforts to promote diversity, equity, and inclusion within their organizations and across the entire industry.

The All Aboard Alliance is structured around five core principles, which it encourages member companies to integrate into their internal policies, procedures, and leadership approaches. To foster collaborative learning and mutual accountability, member companies are required to annually report on their actions and progress related to each principle.

All Aboard principles

- 1. Appoint a business sponsor to lead and ensure accountability of diversity, equity, and inclusion within the organization**
- 2. Equip and educate people to understand their role in fostering a diverse, equitable, and inclusive workplace – from senior leaders through to line managers and team members**
- 3. Create and maintain an organizational culture of equity and belonging where everyone has equal opportunities to contribute and to thrive**
- 4. Capture relevant data and develop insights to evaluate progress and to evolve strategic objectives**
- 5. Communicate commitment and progress externally on an annual basis**

Benefits for member companies:

The All Aboard framework comprises two key elements: a community of action and a collective maritime All Aboard framework for fostering diversity, equity, and inclusion. The community of action is characterised by a high level of mutual accountability, especially at the executive leadership level, involving global industry leaders.

By becoming part of the All Aboard Alliance, member companies gain access to the comprehensive maritime framework for driving diversity, equity, and inclusion initiatives.

Through the community of action and All Aboard framework, member companies benefit from a dynamic exchange of best practices, creating a valuable platform for swiftly identifying successful strategies across the industry and promptly sharing them within the Alliance community.

Lastly, members have the opportunity to collaborate in developing new insights and practices addressing specific or urgent challenges within the All Aboard workstreams.