# **Diversity and Equal Opportunities**







ESRS 2 BP-2: S1-16



Different nationalities among onshore personnel



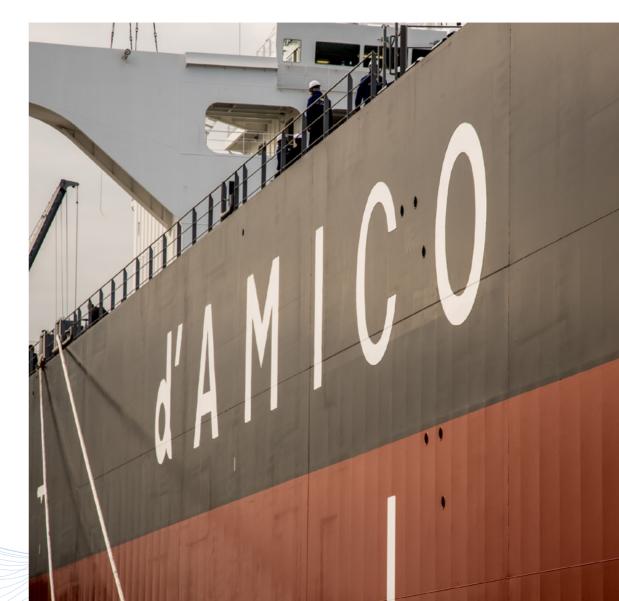
Different nationalities among seagoing

## Material impacts, risks, and opportunities

The Group's approach to equity in employment, wages, and roles, has the potential to create positive impacts and opportunities in terms of talent attraction, retention, and personnel productivity, and to prevent potential negative impacts in terms of harassment, abuse, and violence in the workplace.

### **Policies and management** procedures

The goal of the Company is to create a workplace environment where every employee, regardless of gender, nationality, or any other personal characteristics, has the capacity to perform at the highest levels. The d'Amico Group promotes practices aimed at maximizing and retaining talent, improving employee well-being, preventing unlawful behaviour, and ensuring work-life balance for all employees.



d'Amico Società di Navigazione S.p.A.

As a global operator, the d'Amico Group is driven by the belief that a diverse workforce not only reflects the broader community but also fosters better decision-making, innovation, and long-term sustainability. A diverse workplace grants d'Amico a competitive advantage, since its vessels sail worldwide, and it deals with counterparties across the globe.

Multiculturalism encourages open dialogue to create understanding, collaboration, and teamwork among staff. Above all, it demonstrates tolerance, respect, and acceptance, which improve the Company's culture and reduce conflict within the workplace, giving equal attention and representation to all cultural needs.

The Group has developed guidelines for gender equality on board, underlining its commitment to promoting a diverse and inclusive work environment.

The key principles and values identified to foster a culture of diversity and inclusion, grounded on human rights, are:

- gender equality: equal social and economic treatment and ease of access to resources and job opportunities to all employees, regardless of gender;
- inclusive culture: promotion of a social and organizational environment that values the diversity of individuals.

With respect to gender equality and inclusion onboard, the Group's objective is to build an inclusive workforce that is free from any kind of discrimination while educating the crew and eliminating any gender-discriminatory behaviour onboard.

The Group conducts regular controls, ensuring a **job** environment free from any discrimination, and

promotes a culture against any type of mistreatment. violence, or harassment both onshore and onboard. also through training activities and meetings about gender diversity. During 2024, human rights courses were held - in line with the relevant procedure - which also included raising awareness on gender equality and inclusion.

# **Onshore personnel**

At the end of 2024, the onshore personnel of the d'Amico Group consisted of workers from 28 different nationalities. Women make up 36% of onshore personnel.

#### Onshore personnel by country of origin – as of 31 December 2024

	М	F	Total	%
Albania	0	1	1	0.4%
Argentina	1	0	1	0.4%
Belgium	0	1	1	0.4%
China	2	0	2	0.9%
Croatia	0	1	1	0.4%
Czechia	0	1	1	0.4%
Denmark	3	1	4	1.7%
France	5	4	9	3.9%
Greece	1	1	2	0.9%
India	15	1	16	6.9%
Ireland	4	0	4	1.7%
Italy	88	40	128	55.2%
Japan	1	0	1	0.4%
Latvia	0	1	1	0.4%
Luxembourg	0	2	2	0.9%
Malaysia	4	1	5	2.2%
Morocco	3	1	4	1.7%
Philippines	1	4	5	2.2%
Poland	1	3	4	1.7%
Romania	0	1	1	0.4%
Russia	0	1	1	0.4%
Singapore	8	15	23	9.9%
Slovenia	0	1	1	0.4%
Switzerland	0	1	1	0.4%
Tunisia	1	0	1	0.4%
Turkey	1	0	1	0.4%
United Kingdom	7	2	9	3.9%
USA	2	0	2	0.9%
Total	148	84	232	100%