



# Diversity and Equal Opportunities

ESRS 2 BP-2; S1-16



**28** Different nationalities among onshore personnel



**12** Different nationalities among seagoing personnel

## 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.





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 on-board**, 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

	M	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%
<b>Total</b>	<b>148</b>	<b>84</b>	<b>232</b>	<b>100%</b>