

DIVERSITY POLICY

1. Introduction

1.1 Marsden Maritime Holdings Ltd (MMHL) Board and management are committed to a culture that promotes values of diversity, equality and inclusiveness. This diversity policy sets out the Company's philosophy, its application, annual review process and progress towards achieving diversity.

2. Scope

2.1 This Policy applies to all MMHL people, employees, contractors and directors.

3. Policy

3.1 At MMHL we believe that diversity within our workforce makes our organisation stronger and more capable. With a diverse team we are better able to understand the changing nature of our stakeholder base and respond effectively to them. In practice this means we actively seek out people with a variety of thinking styles, backgrounds and abilities.

3.2 Central to our values we aspire to ensure that diversity, equality and inclusion are features that are embedded in our policies and procedures throughout the group.

4. Background

4.1 Diversity encompasses gender, race, ethnicity, disability, sexual orientation, family responsibilities, education and cultural background.

5. Recruitment and Development Practice

5.1 The Board and management understands the value of seeking a diverse set of candidates and all are encouraged to understand the full set of talent and capabilities of candidates for available roles. Our leaders are enabled in their efforts to grow talent and support career paths at MMHL. We focus on talent management and succession planning for our leadership roles and support ongoing career development for all staff.

- 5.2 Management will undertake an annual review of capability which will include a view of the diversity of our people, equality of pay and conditions, with subsequent actions designed to close any gaps inconsistent with our aspirations.
- 5.3 This annual review will be reported to the Board through the Remuneration Committee.
- 5.4 This Policy will be reviewed every two years.