



Diversity, Equity & Inclusion Statement

Doc. no: DOCID

BW Offshore views diversity, equity and inclusion (DE&I) as essential to drive our success. By integrating diverse perspectives, experiences, and talents, we foster a culture of innovation and agility, positioning ourselves to respond to global challenges with ingenuity and insight. This strengthens decision-making, enhances performance and helps us attract and retain talent. We believe that a more inclusive and equitable workplace empowers everyone to do their best work and bring in great ideas that help our company grow and succeed. This statement serves as the cornerstone of BW Offshore's DE&I approach.

“At BW Offshore we believe that by truly embracing differences and empowering growth, we are creating a safe, respectful, and inclusive workplace where everyone feels valued and has equal opportunities to thrive and develop.”

Our DE&I Commitments

BW Offshore's commitments to DE&I are rooted in our values and guides our efforts to create an inclusive and equitable workplace. We commit to:

Inclusivity

- Embrace differences by celebrating the unique backgrounds, experiences and identities of every individual, recognising that diversity is a strength.
- Perform fair and unbiased recruitment processes that prioritises merit, selecting candidates based on skills, experience and potential - regardless of race, ethnicity, gender, sexual orientation or identity, disability, religion, age or nationality.

Respect

- Uphold the highest standards of respect and inclusion in all our workplaces, both onshore and offshore. We have zero tolerance for discrimination and harassment of any kind.
- Foster a safe and respectful workplace, promoting speak-ups and providing a space where employees can express themselves freely without fear of judgement or retaliation.
- Promote fairness by pursuing pay equity, ensure fair treatment and eliminating systemic barriers or unconscious biases in our policies and practice.

Development

- Empower growth by providing equal development opportunities so that every employee can reach their full potential.
- Encourage cultural awareness and education by promoting ongoing learning initiatives that foster empathy, cultural understanding, and appreciation within our workforce.
- Equip our managers with the knowledge, tools and accountability to champion DE&I principles and cultivate an inclusive culture in their teams.

Accountability

At BW Offshore, DE&I is not just an initiative – it is a shared responsibility, and every employee is accountable for fostering an inclusive, respectful, and developmental culture. We expect everyone to actively contribute by valuing diverse perspectives, engaging in open dialogue, and challenging biases. By taking ownership of our actions and commitments, we build a workplace that is free from discrimination and strengthened by true inclusivity.

Marco Beenen
CEO BW Offshore
10 April 2025



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Revision summary

Rev.	Date	Key changes
0	05-Jan-2022	Issue for use
1	10-Apr-2025	Revamped and updated to focus more on DE&I commitments and the actual statement.