

Dear European Commission,

The Executive Board of the Netherlands Maritime Technology Foundation (NMTF) supports the European Union's importance to gender equality and the aim of gender equality in research, development and innovation. We acknowledge the value of a diverse workforce and its vital role in NMTF's innovative strength. NMTF expresses its commitment to ensuring the creation of an inclusive working environment where all employees, regardless of origin, gender, sexual orientation, nationality, etc., must have the same opportunities, be able to develop themselves as much as possible, and – of course – be themselves within the organisation. This is underlined in the NMT employee code.

Within NMTF, support for gender equality is part of a broader ambition of the maritime trade association NMT to strengthen diversity and inclusion (D&I), which is expressed in the sector strategy "Een futureproof maritieme maakindustrie". In the chapter Human Capital of the strategy, the ambition is expressed as follows: "We promote inclusivity in the industry and strive to diversity in the workforce".

Below is an outline of the diversity and inclusion measures, policies and activities developed at NMTF. These will be elaborated upon in the years to come.

GENDER BALANCE IN WORKFORCE

The Executive Board of NMTF has supported and will continue supporting gender balance. To underline and demonstrate the Executive Board's commitment, 50% of the workforce active within NMTF are women. The aim is to keep the gender balance of the workforce at this percentage. We strive to identify and avoid pay gaps between men and women working in similar jobs with the same level of experience and competencies.

TRAINING AND CAPACITY-BUILDING

NMTF offers training opportunities to raise awareness of D&I issues; in particular, it facilitates counsellor training for the employee assigned as counselor. In this counsellor training, attention is given to D&I issues.

We encourage women in staff positions to participate in WISTA (Women's International Shipping and Trading Association). Their activities aim at encouraging women to take positions in maritime leadership. We acknowledge their pledge to: "Embrace diversity of thought (including gender, race, ethnicity, and age) and contribute to a merit-based business environment within my organisation. I will be a champion of equal opportunity and equal pay. My behaviour will reflect how I wish our industry to behave in the future. I will work – and encourage others to work – toward a diverse and inclusive maritime sector."

DATA COLLECTION AND MONITORING

NMTF regularly monitors employee satisfaction, both by performing anonymous surveys and by including D&I aspects in the bi-annual Personal Development Interviews of employees. Results of the surveys and interviews are used in the continuous development of the organisation and the workforce.

GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION

In our recruitment and career progression efforts, we promote gender equality. As part of our recruitment process, we showcase our gender-diverse staff to stimulate recognition that candidates

are welcome in a diverse organisation. Usually, the interviews with candidates will be done by male and female staff members to minimise the risk of gender bias. Career opportunities are equal for male and female employees.

WORK-LIFE BALANCE AND ORGANISATIONAL CULTURE

Our policy enables a healthy work-life balance: options to work part-time and flexible work hours. We implemented hybrid working; employees may work up to 50% of their time from home. To facilitate this, we have made IT tools and budgets available. By giving attention to a healthy work-life balance, Gender Equality is stimulated. We intend to provide more attention to achieving an organisational culture where employees show mutual respect and help each other in personal growth, regardless of origin, identity, nationality or gender.

MEASURES AGAINST GENDER-BASED VIOLENCE

NMTF has a trained confidential counsellor whom employees can consult about problems relating to social behaviour, bullying and/or sexual harassment. The counsellor provides information to employees and stimulates awareness of unwanted behaviour and preventive measures. In case of formal complaints, the employee may reach out to an external Complaints Committee. The procedure and responsibilities are described in a protocol "Complaint Procedure".

The protocol "Unwanted social behaviour" describes what is meant by the different forms of undesirable behaviour, how to act in the event of an incident and which parties may have a role in the working environment from matters regarding reporting and aftercare. This protocol indicates which (preventive) measures the employer takes to prevent and tackle undesirable behaviour in the working environment.

INTEGRATION OF THE GENDER DIMENSION INTO RESEARCH AND TEACHING CONTENT

We support the uptake of the gender dimension in our research activities and external representation. We strive towards gender balance in the composition of staff assigned to European projects.

As most of our projects are technical in nature, research and development activities are gender-neutral.

CONCLUSIVE REMARK

Considering our past efforts and our commitment towards the future, we trust our diversity and inclusion strategy, including the focus on gender equality, will contribute to creating an open, inclusive work environment, resulting in excellent, impactful collaborative research in the European context.