



Diversity, Equity, and Inclusion (DEI) Policy

MaritimEA's Diversity, Equity and Inclusion (DEI) Policy is in accordance with Pakistan's Constitution (1973), Pakistan's National Policy for Persons with Disabilities (2002), Pakistan's Protection Against Harassment of Women at the Workplace Act (2010), Transgender Persons (Protection of Rights) Act (2018), and UNESCO's Diversity Guidelines.

MaritimEA aims to ensure that its employment opportunities, activities, and events are accessible and inclusive while ensuring the welfare and safety needs of all undertaking such activities. It aims to ensure that all persons are treated fairly and with respect and promote a culture of diversity, equity, and inclusion, ensuring fair opportunities for all employees, volunteers, and beneficiaries, regardless of gender, ethnicity, sexuality, religion, disability, or socioeconomic background.

Key Commitments:

- **Recruitment & Retention:** Employment, volunteering, and training opportunities will be open to all, seeking diverse talent, including from marginalised communities and vulnerable groups.
- **Workplace Culture:** MaritimEA adopts a zero tolerance policy for discrimination or harassment in employment opportunities and volunteering activities. This includes any discrimination or harassment based on the

individual's gender, race, age, religion, sexual orientation, or any other characteristic protected by law.

All trainings and workshops shall be provided without bias. Accommodations shall be made for staff with disabilities and others with special requirements, to be determined on a case by case basis and in consultation with relevant stakeholders.

- Community Engagement: MaritimEA shall strive to ensure inclusive participation in projects, especially involving local and regional communities, marginalised communities and vulnerable sections of society, including women and young people.
- Accessibility and Inclusivity: All employment, volunteering, and training opportunities will be accessible and open to persons with disabilities. Care will be taken to ensure that both the office environment and fieldwork are equipped, as much as is practicable, with infrastructure that allows equal participation. Programmes, tools and resources will be accessible, inclusive and meet the needs of a diverse range of participant stakeholders.
- Awareness and Training: MaritimEA shall undertake a periodic DEI training to raise awareness of DEI considerations and support the integration of DEI principles within internal decision-making and daily practices.
- Accountability and Reporting: MaritimEA shall follow established procedures for reporting and addressing any concerns relating to DEI that may be brought forward by personnel. It shall ensure clear reporting procedures are in place, transparent and informed fact finding procedures are followed, and appropriate actions are taken to respond to confirmed reports of breaches to this policy.

MaritimEA shall ensure an annual DEI audit that checks for the accountability of upholding these procedures.

- Partners and Collaborators: MaritimEA shall seek to ensure partners, donors, and institutions share in the organisation's commitment to valuing diversity, equity, and inclusion.