

Strategy and Action Plan for Equal Treatment in the Swedish Shipping Industry

This document has been developed to strengthen and clarify the ongoing efforts within the Swedish shipping industry against discrimination and harassment and for which all associated parties shall work towards equal treatment. This document has been written with a focus on the student's environment throughout his or her training, both onboard and ashore. This document does not replace the contributing parties' own policy documents; rather it is to be seen as supplementary to those documents.

Contributing parties:

- Kalmar Maritime Academy at Linnaeus University
- Chalmers University of Technology
- SUI AB
- Linnéstudenterna
- Chalmers Student Union
- Swedish Shipowners' Association
- Swedish Shipowners Employers' Association (SARF)
- Maritime Officers' Association
- Seko, Seafarers' branch
- Swedish Transport Agency

Strategy and Action Plan

"The training of ship's officers and onboard personnel distinguishes itself as being international and multicultural. Educational institutions and ships with onboard student training provide an environment in which people of different backgrounds and experiences can meet on equal terms. All of our activities shall be conducted in ways that promote equality and a good work environment. Work methods shall be characterized by mutual respect and understanding.

In all training, both in educational institutions and onboard, there is a zero-tolerance policy against discrimination and harassment through words or actions. This policy applies to both students and employees. All students and employees have a responsibility to contribute to a good work and study environment."

Action Plan

All parties shall, in their own operations, undertake the appropriate measures to:

1. Work towards implementation of this document within their organisations and members.
2. Highlight and inform about problems with and efforts against discrimination and harassment such as those within the framework of the systematic work environment or equivalent.
3. As promptly as possible, and continuously thereafter evaluate the educational programs' content in order to integrate and improve efforts against discrimination and harassment.
4. As promptly as possible and continuously thereafter develop existing informational and educational material for the training of officers, instructors, and other personnel for a clearer focus on what qualifies as discrimination and harassment. The educational material shall be developed into CBT, Computer Based Training, to facilitate training for all positions both onboard and ashore.

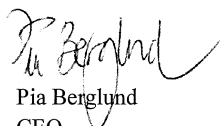
5. Make a clear commitment to the students, as well as a commitment to informing the students that the reporting of discrimination or harassment will not hinder them from continuing their studies or careers.
6. Support students who have been subjected to harassment or discrimination in reporting to their respective institution, organisation, or shipping company. Contact information will be given to students prior to onboard training.
7. Ensure that students who have been subjected to harassment or discrimination will quickly be given help or support.
8. Ensure that all reported and suspected cases of harassment or discrimination are promptly investigated, addressed, and followed up. The companies, educational institutions and SUI concerned in suspected cases are jointly responsible for those investigations. Suspected criminal activity shall be reported to police authorities.

This action plan and the measures implemented by the parties within the framework of it shall be evaluated on an ongoing basis. In conjunction with these evaluations, revisions may be made to the plan if deemed necessary.

Signed 2015-02-23



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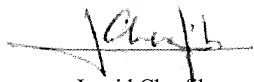
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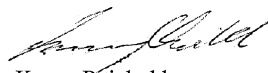
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