

Guyana **Gender Equality and Empowerment Policy**

REV1 / 2026.06.17 / ROEL-RICD-KMAL

Blue Water Shipping is committed to maintaining a safe, respectful, and inclusive workplace, free from harassment, discrimination, and inappropriate behavior.

This policy aligns with our global standards and reinforces a zero-tolerance approach to harassment in any form. It defines the expectations and actions required to ensure a workplace built on dignity and respect.

This policy supports Guyana's national commitment to gender equality and empowerment in the workplace, including the principles outlined by the Ministry of Human Services and Social Security. It reflects a shared responsibility to promote safe, inclusive, and equitable working environments, supported by awareness, training, and accountability at all levels of the organisation.

We will ensure a safe, respectful, and inclusive workplace by:

- › Promoting professional and respectful conduct across all interactions
- › Ensuring all employees understand acceptable behavior and expectations
- › Enforcing a zero-tolerance approach to harassment and discrimination
- › Protecting individuals who report concerns from retaliation.
- › Holding all employees accountable to this policy.

To achieve this, we will:

- › Reinforce leadership responsibility in upholding a zero-tolerance standard
- › Set and communicate clear expectations for workplace behavior
- › Ensure employees are aware of their rights, reporting channels, and protections under both company policy and applicable local frameworks
- › Encourage active participation across all teams
- › Maintain confidential reporting channels supported by a structured review process
- › Promote ongoing awareness through internal communications
- › Monitor and review outcomes to ensure compliance and continuous improvement
- › Monitor progress and reinforce accountability through ongoing review, training participation, and adherence to this policy



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Richard DeNobrega

Senior VP, Sales & Development,
Blue Water Shipping