



Diversity and Inclusion Policy

Our Philosophy

At Berge Bulk, we promote an equal and inclusive workplace in which every individual is valued and treated fairly and with dignity.

Why it Matters

To serve the needs of our global customers, Berge Bulk must be as diverse and inclusive as the world around us. We believe that our company becomes stronger when people of every ethnic group, socio-economic background, culture, age, religion, gender, and sexual orientation are valued and accepted.

The Scope

This policy applies to all aspects of Berge Bulk's operations, including hiring, transfer, promotion, compensation, eligibility for benefits, and separation. All suppliers and business partners are also expected to comply with our Berge Bulk *Diversity and Inclusion Policy*.

Our Culture

We are committed to creating a positive, productive, and supportive working environment where all employees are valued and inspired to be the best they can be.

- We promote an inclusive workplace, free from discrimination, bullying and harassment.
- We respect and embrace different ideas, experiences, backgrounds, and viewpoints.
- We appreciate and support work-life balance.

Our People Practices

Berge Bulk is an equal opportunity employer of all qualified individuals. We make employment and promotion decisions based solely upon qualifications, experience, skills, and merit, without regard to gender, age, culture, background, lifestyle, or any other basis protected by applicable law.

Working Together

We promote our *Diversity and Inclusion Policy* to our partners and stakeholders and make it a condition for collaboration.