



# Maritime SheEO Conference 2024

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*Summary report*

## EXECUTIVE SUMMARY

The maritime industry, a cornerstone of global trade, is undergoing a transformation powered by the strength of diversity. In a rapidly changing world, embracing diverse perspectives is vital for effectively navigating the complexities of the modern era.

The 5th Maritime SheEO Conference, held on 15th November 2024 at the Taj Santacruz Hotel, marked a pivotal moment in the maritime industry. With 360 attendees from 17 countries, the conference united a diverse range of leaders, including CXOs from shipping lines, ports, ship management companies, educators, and freight forwarders. It served as a dynamic platform for in-depth discussions on inclusivity and the growing role of diversity in shaping the future of global trade.

The conference also received widespread attention online, with livestream viewers from around the world, solidifying its status as a premier gathering in the maritime industry. This conference provided an opportunity for leaders to explore the profound impact of inclusivity on the shipping sector, setting the stage for a more diverse, innovative, and forward-thinking future.



## The Maritime SheEO Conference 2024



The 5th annual Maritime SheEO Conference convened a diverse group of thought leaders, change-makers, and experts to address critical issues in the maritime industry. With a central theme, *“Setting Sail for Equality: Empowering Women Leaders,”* the event focused on advancing gender equality, leadership, and sustainability. Discussions centred on key topics such as decarbonization, diversity, and technology integration to foster inclusivity in the maritime sector.

The event featured a distinguished lineup of speakers, including:

- Monica Nagelgaard, Consul General at The Royal Norwegian Consulate General in Mumbai
- Capt. (Dr) Daniel Joseph, Deputy Director General of Shipping, Crew DG Shipping, Government of India
- Dr Malini Shankar, Vice Chancellor of the Indian Maritime University
- Prof. Ronan Long, Director at WMU-Sasakawa Global Ocean Institute, World Maritime University (WMU)



Keynote speeches and panel discussions provided a platform for experts to exchange ideas and explore innovative solutions to the maritime industry’s pressing challenges.

A special highlight was the address by Mr. Arsenio Dominguez, Secretary-General of the International Maritime Organization (IMO), who emphasized the importance of inclusivity and diversity in shaping the future of global maritime trade.

**The success of the conference was bolstered by the invaluable support of its partners:**

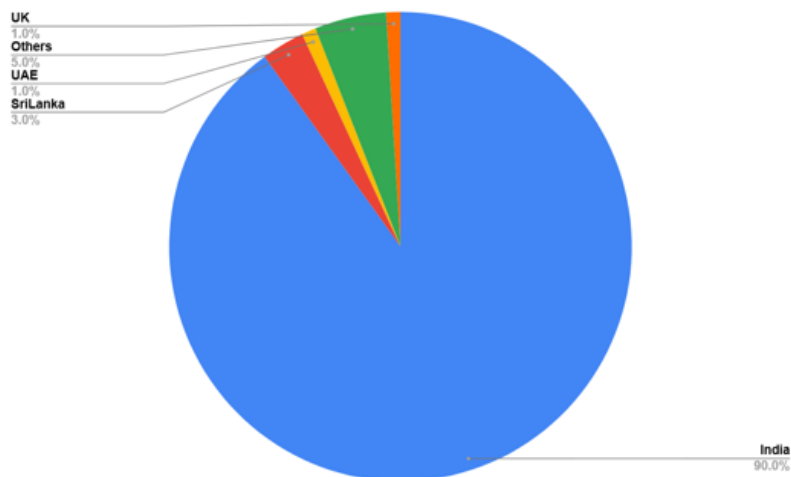


## COMMITMENT TO DIVERSITY

Maritime SheEO demonstrated a steadfast commitment to fostering diversity and inclusivity, ensuring voices from all backgrounds were heard and valued.

This commitment was evident in the attendee demographics, where nearly 57% of attendees were women, showcasing a strong focus on gender equity. Attendees represented 17 countries, including India, Australia, Norway, Singapore, and South Africa, enriching discussions with diverse cultural perspectives.

This year's conference marked a significant shift toward gender balance, with women slightly outnumbering men at a 57:43 ratio, compared to last year which had a 60:40 ratio. Additionally, the venue was fully wheelchair-accessible, underscoring Maritime SheEO's dedication to ensuring equal access for all participants.



## **PRIORITIZING SUSTAINABILITY**

The Maritime SheEO Conference prioritized sustainability through several initiatives:

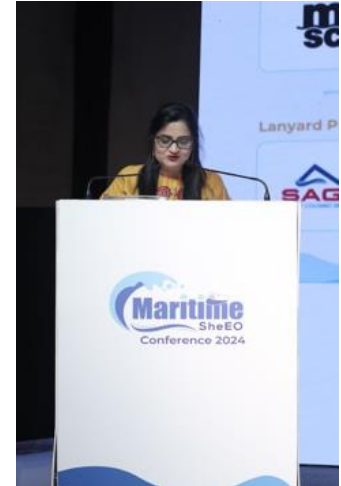
- Minimizing plastic usage at the venue
- Issuing digital tickets to reduce paper waste
- Using recycled lanyards, including those from previous conferences
- Deploying digital screens to decrease reliance on print materials
- Information on our carbon footprint is currently being calculated

## PANEL DISCUSSIONS & TAKEAWAYS

### Speeches

#### Welcome Speech by Sanjam Sahi Gupta

Sanjam Sahi Gupta welcomed attendees to the milestone 5th Maritime SheEO Conference, celebrating the strides made in promoting women's leadership within the maritime industry. She emphasized the conference's theme, "Setting Sail for Equality: Empowering Women Leaders," and highlighted the transformative impact of women in leadership roles. Sanjam reintroduced several impactful initiatives, including the LEAP Accelerator Program, which supported 90 women globally with funding from the IMO, and a mentorship program aimed at guiding women in maritime careers.



She also noted the symbolic significance of the conference coinciding with Guru Nanak Dev Ji's 555th birthday, honouring his advocacy for women's rights and equality. Reflecting on past successes, she mentioned the virtual conferences held in 2021, which saw significant global participation and set a strong foundation for the growth of Maritime SheEO.

#### Special Speech by Arsenio Dominguez

Arsenio Dominguez, Secretary-General of the International Maritime Organization (IMO), delivered an inspiring address championing diversity in maritime leadership. He highlighted the untapped potential of women in the maritime industry and emphasized the critical link between diversity and innovation. Dominguez pointed out that inclusive environments spur creativity and problem-solving, which are essential for navigating the complexities of global maritime trade.



He urged industry stakeholders to share stories of success and transformation, believing these narratives would inspire actionable change. Dominguez's speech was a call to action for dismantling persistent gender barriers and driving the maritime sector toward inclusivity and equity.

### Keynote Speeches

#### Keynote Address by Monica Nagelgaard

Monica Nagelgaard reflected on the progress and challenges faced by women in Norway's maritime industry, where women comprised 70% of the workforce but continued to face wage inequality. She emphasized the importance of global





collaboration to foster gender equality, particularly in regions like India, where women's participation in maritime remained limited.

Nagelgaard called for the establishment of supportive structures and policies to increase women's entry into the sector and ensure their sustained growth and success. Her address highlighted the shared responsibility of governments, organizations, and individuals in building an inclusive maritime industry.

### Keynote Address by Dr Malini Shankar



Dr Malini Shankar addressed the deep-seated gender challenges in professional settings and shared her observations on India's gradual yet significant progress in the maritime industry. She emphasized the need for gender sensitization programs, retention strategies, and creating flexible working environments to foster the long-term inclusion of women in maritime roles.

Dr Shankar provided valuable insights into how robust support systems could help women overcome systemic barriers, urging stakeholders to focus on the sustainability of these efforts to ensure consistent progress.

### Keynote Address by Capt. Daniel Joseph



Captain Daniel Joseph introduced the "Sagar Mai Samman" initiative, which prioritized the well-being and safety of women in maritime roles. He provided a comprehensive overview of the gender equity milestones achieved in the sector and outlined future strategies for fostering inclusion.

Captain Joseph's address emphasized the need for a cultural shift within the industry, advocating for the creation of safe, supportive, and equitable workplaces for all genders. His detailed roadmap underscored the urgency of making maritime careers more accessible and rewarding for women.

### Speech by Birgit M Liodden

Birgit M. Liodden emphasized the importance of visible role models in inspiring women to join the maritime industry. She spoke about the need to focus on building new systems rather than trying to change outdated structures. Liodden highlighted her initiatives, including "TOOL – An Ocean of Opportunities," which aimed to include diversity from the outset.



She showcased her efforts in empowering female founders, such as launching the global list of 100 female founders in maritime, set to expand to 500 in 2024 with a strong focus on representation from the Global South. Liodden also outlined upcoming projects, including a collective for female founders, a global survey to be presented at the 2025 UN Ocean Conference, and a female-led maritime expedition planned for 2027.

Her vision centred on creating impactful solutions, promoting opportunities, and fostering collective action to drive positive change in the maritime industry.

### Speech by Nathalie De Jaeger



Nathalie De Jaeger highlighted Belgium's commitment to enhancing maritime inclusivity, focusing on achieving 50% female representation at the IMO and advocating for diversity in leadership roles. She spoke about the importance of integrating inclusivity into maritime legislation to ensure equal opportunities for all.

De Jaeger also introduced the upcoming European Conference on Maritime Wellbeing in 2024, which would address issues such as seafarer wellbeing and inclusivity. Her speech provided actionable insights into building a more diverse and equitable maritime sector through targeted policy initiatives.

### Speech by Ann Pletschke

Ann Pletschke's session on "Marine Autonomy and Diversity" explored how advancements in marine autonomy could promote diversity by offering flexible opportunities for women and individuals with disabilities. She highlighted how these innovations could help overcome barriers like caregiving responsibilities and foster gender-neutral roles in the industry.

Pletschke connected marine autonomy to the UN Sustainable Development Goals (SDGs), emphasizing its potential to create an industry where diverse groups, including women in cultures like India, could thrive. Her session inspired optimism about the future of maritime, where technology could drive inclusivity and innovation.



### Speech by Prof Ronan Long

The session "Empowering Women Leaders and the BBNJ Agreement: A New Dawn in International Law of the Sea," led by Prof. Ronan Long, focused on gender empowerment within the maritime and ocean sciences sectors.





Prof. Long, with 20 years of UN experience, shared findings from a five-year research program exploring the challenges women face, such as gender biases, career barriers, and pay gaps.

The BBNJ Agreement, the largest sea treaty to include gender-sensitive language, was highlighted for its provisions promoting women's empowerment, including quotas, professional development, and advocacy. The session emphasized the need for action at individual,

industry, and international levels to address gender disparities and empower women in these fields.

## Panel Discussions

### 1. Visible Leadership Towards Inclusion

*Speakers: Karen Avelino (Senior Vice President at Philippine Transmarine Carriers Inc), Prof. Maximo Q Mejia Jr (President at World Maritime University), Dr Tanuja Kaushik (Dean Academic Affairs at Gujarat Maritime University), Annette Holte (Country Manager, India at Kongsberg Maritime), Guy Platten (Secretary General at International Chamber of Shipping), Mrs. Nafeesa Moloobhoy (Managing Director at AS Moloobhoy & Co), and moderated by Jillian Carson Jackson (Managing Director at JCJ Consulting)*



This panel explored the transformative power of visible leadership in driving inclusivity within the maritime sector. The discussion emphasized the importance of leaders who not only embrace diverse perspectives but also actively advocate for inclusivity. Speakers shared examples of how strong leadership can pave the way for marginalized groups, particularly women and LGBTQIA+ individuals, by setting an example of inclusive behaviour and creating policies that encourage diversity. By fostering an environment where leadership visibility is prioritized, organizations can promote an inclusive culture that resonates throughout the maritime industry.

The conversation also touched upon the need for more diversity in leadership positions and the structural changes necessary to make that happen. This includes advocating for mentorship programs and leadership development pathways that target underrepresented groups, ensuring that women and minorities have a seat at the table. Panellists stressed the importance of leadership programs that focus not only on diversifying the pipeline but also on creating a supportive ecosystem that enables diverse leaders to thrive. Visibility, they argued, is the key to making meaningful changes in attitudes toward gender equity and inclusion within maritime.

## 2. Navigating the Future: Technology and Innovation in Maritime

*Speakers: Uday Ganivada (Country Manager India at DNV), Akanksha Batura Pai (Executive Director of Sinoda Shipping Agency), Udara Cumaratunga (Deputy General Manager - Commercial and Marketing at SAGT), and moderated by Meera Kumar (CEO at Diabos)*



This session focused on the role of technology in reshaping the maritime industry, especially its potential to drive diversity and overcome longstanding stereotypes. Panellists discussed the challenges small and medium enterprises (SMEs) face in embracing digitization and the significant role of AI and other technologies in optimizing maritime operations. The panellists emphasized that while technological adoption holds immense potential, it is essential to ensure innovations promote inclusivity and contribute to the sector's sustainability.

One of the panellists referenced a famous quote by Henry Ford, saying, "If I had asked people what they wanted, they would have said faster horses." This quote reinforced the idea that innovators should focus on solving problems rather than simply improving existing solutions. The panellist emphasized that it's essential to fall in love with the problem, not the solution, in order to drive real innovation in the industry.

Panellists also pointed out the challenges faced by small and medium enterprises (SMEs) in adopting new technologies. Despite the clear advantages of digitization, SMEs often struggle with the costs, expertise, and resources required to integrate these innovations. The discussion highlighted the need for policies that offer technological support and incentives for smaller players to adopt sustainable practices. However, the core takeaway from the discussion was that technology should not just focus on improving operational efficiency but also on fostering inclusivity by eliminating barriers and creating diverse opportunities for workers.

### 3. Legal Framework and Advocacy for an Inclusive Maritime Industry

*Speakers: Shiv Iyer (Managing Partner at Renata Partners), Amitava Majumdar (Managing Partner at Bose and Mitra), Dimitris Seirnakis (Managing Director (Regional Claims Director for Asia) at SCB Management Consulting Services), and moderated by Jacqueline Zalapa (Partner at Campbell Johnston Clark)*



Zalapa started the panel with a statement – Gender Equality will not become a reality at the earliest until 2108.

The conversation centred on identifying and dismantling legal and systemic barriers that hinder women's leadership in maritime. Speakers emphasized the need for legal reforms, mentorship programs, and the involvement of male allies to advocate for inclusivity. A critical point raised was the need to foster a legal environment that not only supports but actively promotes diversity at all levels of the maritime industry.

While legal reforms are crucial, they alone are insufficient if the workplace culture remains resistant to change. Panellists called for a concerted effort to involve male leaders in supporting and mentoring women, which could significantly accelerate progress toward gender equality. Additionally, the discussion highlighted the need for mentorship programs that provide women with the guidance and networks they need to thrive in a competitive industry, ensuring their long-term retention and success.



#### 4. Fireside Chat: Women Leading the Change in Decarbonization

*Introduction by Khushbu Singh (Managing Director at Knots Ship Management). Isabela Tatu (Co-Founder & CEO at Clean Marine Shipping) and Shipra Saxena (Deputy General Manager, Corporate Responsibility at Transworld Group) interviewed by Chief Officer Santhikrishna Radhakrishnan.*



This was a unique panel, where a young seafarer interviewed two senior and established women in decarbonisation.

This panel addressed the growing role of women in driving decarbonization within the maritime industry. Speakers shared innovative solutions for clean shipping, such as alkaline fuel cells and waste-to-energy systems, while stressing the importance of mentorship and collaborative efforts to achieve sustainability goals. The discussion underscored that women are at the forefront of decarbonization efforts, playing a crucial role in shaping a greener future for the industry.

The conversation also highlighted that gender equity is not only a moral imperative but also a critical driver of innovation in sustainability. Women leaders, they argued, bring unique perspectives and problem-solving approaches that are vital to advancing sustainable practices in maritime.

The session underscored that as decarbonization becomes increasingly central to the industry's future, it is essential to create pathways for women to lead these initiatives, with a focus on mentorship programs and funding opportunities that can further their contributions to a greener future.

## 5. Supporting Wellbeing: From Sea to Shore

*Speakers: Aishwarya Gupta Pilankar (Director at Nautical Marine Management Services), Captain Tushar Pradhan (General Secretary of the Maritime Union of India), Shemaiah Busgano Mata (Second Officer at Seaspan Ship Management), Priyanka Gupta (HR Director (Crew Management) at Anglo-Eastern Ship Management (India), and moderated by Manisha Thaker (VP-BD & Overseas Network at Trialliance Global Solutions)*



Panellists discussed the crucial issue of supporting the mental health and overall wellbeing of seafarers. Emphasis was placed on the importance of maintaining communication with family members, providing access to physical activities, and offering mental health resources on board ships. The session's key takeaway was that the health and wellbeing of seafarers are paramount, and more must be done to ensure their mental and physical wellness, both on and off the ship.

Panellists also emphasized that shore-based support systems for maritime workers are just as vital as onboard programs. This includes creating better networks for families, providing support for reintegration after long voyages, and advocating for stronger legal protections regarding seafarers' rights to health and wellness.

The key takeaway was that promoting the wellbeing of maritime professionals should be a top priority for the industry, and efforts need to extend beyond the ship, creating supportive structures that benefit seafarers both at sea and on land.

## 6. Personal Branding: Leveraging Strengths for Growth

*Speakers: Nicole Van Spronsen (Project Manager at Maritime Research Institute Netherlands), Chris Hall (Managing Director at SCB Management Consulting Services Ltd), Ambika Singh (DGM, Corporate Communications and Training at Vardhan Port), Avishkar Srivastava (Chief Innovation Officer at The PDP Group), Capt. Dinesh Jairam (General Manager, Fleet Personnel at Seaspan Crew Management), and moderated by Birgit M Liodden (Founder at The Ocean Opportunity Lab)*



This session centred on the power of personal branding in the professional growth of maritime professionals. Experts discussed how individuals can identify their unique strengths, showcase their achievements, and leverage their personal brands to advance their careers. A key takeaway was the importance of authenticity and consistency in personal branding, which can be a valuable tool for gaining recognition and achieving career success in the maritime industry. One panellist shared an empowering thought that stood out: 'It's okay to be your own favourite.' This message resonated with many in the room, emphasizing that confidence and self-recognition are crucial elements of a strong personal brand.

The conversation also focused on how individuals in the maritime industry can leverage their personal brands to gain visibility and create opportunities for advancement. Panellists shared real-life examples of professionals who successfully built their brands and highlighted how networking, public speaking, and social media can all play significant roles in personal branding.

Ultimately, the session highlighted that personal branding is not just about visibility but about creating a lasting impression that helps professionals navigate their careers and achieve long-term success in the maritime sector.



## 7. Measuring Diversity and Closing the Pay Gap

*Speakers: Heather Brooks (Director, HRBP at Seaspan Ship Management), Fredrik Bjerke Abdelmaguid (Deputy Consul General at Royal Norwegian Consulate in Mumbai), Caroline Gonsalves (Country Head, Ocean at Continental Carriers), Ruchita Chopra (Country HR Head at PSA India), and moderated by Captain Karan Kochhar (Managing Director at Maersk India)*



The final panel focused on addressing the persistent pay gap and gender inequality in the maritime industry. Speakers examined how diversity metrics are being tracked, the challenges in measuring inclusivity, and the strategies that companies can implement to close the pay gap.

The panel emphasized that closing the gender pay gap requires both systemic changes in organizational practices and transparent reporting to hold industry leaders accountable for progress.

The discussion also stressed the importance of creating systems for more accurate measurement of diversity within the maritime sector. This includes tracking not just the number of women and minorities in the workforce but also their representation in leadership roles and the industry's approach to inclusive hiring and retention.

The panellists agreed that while progress has been made, there is still much work to be done to eliminate the gender pay gap and ensure equal opportunities for all, and that this requires a collective, industry-wide effort to create lasting change.



## Report Launches

### Inclusion of Women in the Sri Lankan Maritime Industry - A 2025 Study



At the launch event of the '*Inclusion of Women in the Sri Lankan Maritime Industry – A 2025 Study*' report, Sanjam Sahi Gupta (Maritime SheEO) and Nathasha Egodage (Chief Purpose Officer at Ceyline Group) revealed the vision for their upcoming research. Nathasha highlighted a significant gender disparity within Sri Lanka's maritime sector, where, despite women constituting 51.86% of the population and having literacy rates comparable to men, their representation in the industry remains strikingly low.

The study aims to address this gap by identifying key barriers to female participation and proposing actionable steps to enhance women's roles in the sector. The event featured the unveiling of the report's cover page, marking the official initiation of the study, which is expected to yield comprehensive findings by November 2025.

Special recognition was given to Ceyline's leadership for its proactive efforts to foster equity and inclusivity within the industry, serving as a model for other organizations striving to improve gender balance in the maritime sector.

## Survey on Gender Equality in Indian Maritime Industry (2024) - A 5 Year Review



Sanjam Sahi Gupta and Thierry Van Helden (Deputy Consul General at the Consulate General of the Kingdom of the Netherlands in Mumbai) presented the highly anticipated '*Survey on Gender Equality in the Indian Maritime Industry (2024) – A 5-Year Review*', a follow-up to the 2019 report.

Funded by the Consulate General of the Kingdom of the Netherlands, the study provides a comprehensive assessment of the progress made over the past five years in improving gender equality within India's maritime sector. A total of 1,157 participants took part in the survey, offering a broad and insightful perspective on the industry's gender dynamics. The respondents were categorized as follows: 560 employers, 480 onshore employees, and 117 seafarers.

The report highlights key advancements in diversity, leadership representation, and workplace conditions for women, both at sea and ashore. Released initially in September 2024, the updated findings were now being presented to a global audience, underscoring the growing international attention to gender inclusivity within the maritime industry. In addition to showcasing progress, the study delves into persistent challenges and provides actionable recommendations for enhancing female participation and empowerment across the sector.

## TAKEAWAYS & RECOMMENDATIONS

### Speech Takeaways

- **Leadership & Inclusion:** Visible, equitable leadership and role models are essential for fostering inclusivity in the maritime industry.
- **Barriers to Gender Equity:** Wage gaps, limited career advancement, and biases hinder women's full participation.
- **Impact of Technology:** Digital innovations like marine autonomy and AI drive diversity and efficiency.
- **Wellbeing Priority:** Mental health and well-being need more focus, including better communication and resources for seafarers.
- **Global Collaboration:** Best practices from Norway, Belgium, and the Netherlands highlight the importance of gender-focused policies.
- **Mentorship & Networking:** These programs are vital for women's retention and career growth.
- **Policy Advocacy:** Strengthening gender-sensitive legal frameworks is crucial for lasting change.
- **Decarbonization & Sustainability:** Women are leading innovations in clean technologies, aligning gender equity with sustainability.

### Panel Discussion Takeaways

- **Sustainability Integration:** Green technologies and clean shipping solutions are now central to maritime strategy.
- **Tech & Decarbonization:** AI, autonomous vessels, and green tech improve environmental efficiency.
- **Diversity as a Business Priority:** Inclusion drives business success through mentorship and inclusive policies.
- **Collaboration is Key:** Governments, corporations, and international bodies must work together on sustainability and diversity.
- **Supportive Regulations:** Strong policies are needed to foster green technologies and diverse workforces.
- **Intersectionality in Diversity:** Efforts must address challenges faced by women of colour, LGBTQIA+ individuals, and people with disabilities.
- **Education & Outreach:** Awareness campaigns are essential to attract diverse talent.
- **Data for Accountability:** Data-driven strategies track sustainability and diversity progress.
- **Business Case for Sustainability/Diversity:** Sustainability and diversity improve financial performance, employee retention, and stakeholder trust.
- **Global Insights:** Sharing best practices helps scale sustainability and diversity globally.

## Recommendations

1. **Focus on Green Tech:** Invest in green technologies to reduce carbon emissions across the sector.
2. **Enhance Workforce Inclusivity:** Support women, minorities, and marginalized groups through leadership and mentorship programs.
3. **Strengthen Gender-Responsive Policies:** Develop policies for flexible hours, maternity leave, and anti-discrimination to support women's participation.
4. **Encourage Global Best Practices:** Collaborate internationally to adopt policies and solutions that promote diversity and sustainability.
5. **Advocate for Legislative Change:** Work with lawmakers to enforce gender-sensitive reforms in maritime law.
6. **Leverage Data:** Use AI and analytics to optimize operations, reduce fuel consumption, and track sustainability metrics.
7. **Build Education Pipelines:** Partner with institutions to support diverse talent, particularly women, in entering the maritime field.



## The Maritime SheEO Awards 2024



1. **Lifetime Achievement Award:** This award is given to a woman who has done incredible work over her lifetime in the maritime industry. This award celebrates Dr Malini Shankar, IAS (Retd) (Vice Chancellor at Indian Maritime University), honouring the legacy she has built and the promise of her future impact.

2. **SheEO to Watch Out For Award:** This award celebrates women in maritime who show exceptional potential and excel in their roles, positioning themselves for future success. Parnita Rasal (Senior Psychologist at Anglo-Eastern Maritime Training Centre) and Amal Albawardi (General Manager at The National Centre for Environmental Compliance (KSA)) won these awards for their incredible work in their respective fields. The future of the industry is bright with them on the job.

3. **SheEO Seafarer Rising Star Award:** This award is for young seafarers with outstanding achievements, leadership, and contributions to the maritime industry. Shraddha Vishwakarma (Third Officer at Exmar Ship management India) and Amilia Busby (Engineering Cadet at Cemex UK Marine) impressed the jury with their tenacity and drive, hence jointly won the award. Their work so far as seafarers is commendable.

4. **SheEO Leader of The Year Award:** This award celebrates women in maritime who show exceptional potential and excel in their roles, positioning themselves for future success. Anisha Ramakrishnan (Director, Transworld Group) and Akanksha Batura Pai (Executive Director of Sinoda Shipping Agency) were selected as winners by the jury because they have demonstrated and made significant strides in advancing diversity and excellence within the maritime industry.

5. **SheEO Entrepreneur of the Year Award:** This award recognizes women entrepreneurs who have achieved significant milestones in the businesses they own. The jury was amazed at how Zoe Upson's (Director at FACT - Freight and Commodity Talent) contribution in the industry were selfless and how she started a venture to help others succeed in the industry, hence bestowed the award to her.

6. **Champion of Diversity Award:** This award honours men who have made exceptional efforts to amplify women's voices and promote diversity within their organization. Capt.

Tevita Robanakadavu (Acting Director for the Pacific Centre for Maritime studies at Fiji National University) won this award for her groundbreaking regional support for women in maritime in Fiji.

7. **Seafarer Diversity Champion Award:** This award honours individuals or teams within companies who exemplify outstanding support and motivation for seafarers. Maritime SheEO was impressed with the community that Priyanka Gupta (Director HR -Crew Management at Anglo Eastern Ship Management India) built for women seafarers and seafarers' wives through AWOS, and hence bestowed this award to her. Under her guidance, over 300 women seafarers from across the world have been connected.

8. **Inclusive Faculty Excellence Award:** This category honours educators who demonstrate unwavering commitment to a bias-free environment. The presented this award to Dr Sheeja Janardhanan (Associate Professor and Head (School of Naval Architecture and Ocean Engineering) at Indian Maritime University (IMU)) because they were impressed with how she demonstrated a broad scope of approaches to address inclusion, support and even celebrate diversity.

9. **Best Practices in Diversity Award:** This award is given to companies whose action speak louder than words and have great diversity initiatives across their organization. Highly rated by our jury panel, Maersk's Equal at Sea, recruitment drives, organisation culture, and terrific incentives has shown the path of how you can celebrate and promote diversity within the workforce, hence won the award this year.

10. **Best Practices in Sustainability Award:** This award is given to companies who are doing their bit to ensure a greener planet, and cleaner seas. The jury was impressed with Transworld Group's strong commitment to sustainability, demonstrated by its ambitious carbon neutrality goal, alignment with international standards, and proactive environmental and social initiatives.

11. **Seafarer Workplace Diversity Award:** Companies with workplace diversity policies and have created safe spaces for women seafarers to continue their careers. The jury gave the award to Seaspan because of their inclusive, bias-free workplace supporting women seafarers, diverse recruitment, mixed crews and social responsibility.

12. **Diversified Maritime Education Award:** Educational institutions that have helped women enter the industry through fair admissions policies and diverse education are eligible for this award. There was a tie-vote between Training Ship Rahaman and Centrum Marine amongst the jury where both institutions have demonstrated amazing impact in having more young girls at sea, hence the award were given to both organisations.

13. **Media Company of the Year:** Companies with workplace diversity policies and have created safe spaces for women seafarers to continue their careers. The Maritime SheEO team presented this award to Bhandarkar Shipping News because of their integrity and bias-free reporting of maritime news.

## CONCLUSION

We extend our sincere gratitude to our esteemed partners, whose unwavering commitment to diversity and inclusion has been pivotal to the success of the Maritime SheEO Conference 2024.

To all the attendees, both in person and online, your enthusiastic participation has been invaluable. Your engagement underscores our collective commitment to advancing diversity, fostering inclusivity, and promoting gender equality within the maritime industry.

The conversations, ideas, and insights shared throughout the conference have illuminated a clear path forward for a more inclusive and progressive maritime sector. The diverse perspectives, innovative strategies, and passionate dialogues from this summit will continue to inspire and guide us toward a future that is both sustainable and equitable.

Let us carry the momentum from these discussions forward. Through continued collaboration, we can chart a course toward a maritime industry where diversity thrives, driving innovation and sustainability to new heights. Together, we are shaping the future of maritime—a future where inclusivity is not just a vision, but a living reality.