



DanskeRederier

## Danish Shipping's DEI Award 2026

### Small changes, big impact!

In 2026, Danish Shipping celebrates initiatives that show how even small changes can make a big difference in creating inclusive and thriving workplaces. Diversity and inclusion are about more than gender. They are about embracing the full breadth of perspectives, backgrounds, and experiences that shape our industry.

This year, we want to highlight efforts that go beyond recruitment and representation, and instead focus on everyday practices that strengthen well-being, belonging, and collaboration in multicultural workplaces. It is not only about strategies and metrics, but about the small, concrete actions that make a real difference in people's daily working lives and ultimately create better workplaces for all.

### Who can be nominated?

The award is presented to a person, a team, or a shipping company that is a member of Danish Shipping or the Danish Ferry Association and has made a significant contribution to promoting diversity, equity, and inclusion (DEI) in their workplace or in the industry.

### Purpose of the award

DEI is much more than broadening the recruitment base. Research shows that diverse teams tend to perform better: Studies link workplace diversity to stronger innovation, better decision-making, and improved financial outcomes. The ambition should be to harness the potential of all employed in the industry, whether they are at sea or land-based, whether they represent a given gender, culture, age or sexual orientation. The DEI Award 2026 aims to recognize and highlight initiatives that make a positive difference for people in everyday working life, notably when it comes to creating an inclusive workplace in an industry that is highly multicultural. In 2026, special emphasis is placed on initiatives that demonstrate how smaller, concrete actions can contribute to diversity, equal opportunities, and a more inclusive culture. Both at sea and onshore.

### Selection criteria

In the selection process, the jury will place emphasis on the following:

1. Concrete and practice-oriented initiatives

The nominee has initiated or contributed to actions that make a real difference in everyday work life.



### 2. Impact on people

The initiative has had or has the potential to have a positive impact on employees. Emphasis is placed on experienced impact, not necessarily extensive documentation.

### 3. Relevance in context

The initiative is assessed in relation to its specific context, including the size, resources, and starting point of the organization. The key factor is not the scale, but the relevance and value of the initiative.

### 4. Inspiration and transferability

The initiative has the potential to inspire others in the industry, even on a smaller scale. Emphasis is placed on whether the initiative can be adapted or rethought in other organizations.

## Who can nominate and how?

Employees in the maritime industry as well as business partners can nominate candidates through a motivated nomination.

## Requirements for the nomination

The nomination must, as a minimum, include:

- A brief background and justification for the nomination
- A description of the person, team, or initiative
- A description of the specific effort (preferably with examples)
- Observed or experienced impact
- Contact information for both the nominee and the person submitting the nomination

Supplementary materials, such as videos, images, or short testimonials from employees, may be included.

## Submission of nominations

Nominations should be sent to Anne Panknin Kristensen, Head of Education, Danish Shipping's Department for Sustainable Ships and Competences, at: [apk@danishshipping.dk](mailto:apk@danishshipping.dk)

Please send it with the following text in subject line: "Nomination for the DEI Award 2026".

## When is the deadline for nominations?

Nominations should be received no later than 29<sup>th</sup> of May 2026.



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## **Jury**

The winner of the DEI Award 2026 is selected by an independent jury appointed by Danish Shipping. The jury consists of representatives with relevant expertise within diversity, equity, and inclusion as well as the maritime industry.

- Torsten Mathias Augustsen, Professional leader at Sea Health and Welfare
- Anja Rose, Head of Organisational Performance and Development, Welltec
- Dr. Poornima Luthra, Associate Professor at Copenhagen Business School
- Heidi Heseltine, CEO, Halcyon Recruitment and Founder, Diversity Study Group

## **Announcement of the winner**

The winner of the DEI Award 2026 will be announced at Danish Shipping's annual Pride event at Amaliegade 33, DK 1256 Copenhagen K.

The event will take place on 13<sup>th</sup> of August 2026, where we gather industry representatives to celebrate diversity, inclusion, and the initiatives that move our sector forward.