



Danske Rederier



FærgeRederierne

# Danish Shipping's DEI Award 2026

## *Small changes, big impact!*

In 2026, we celebrate initiatives that show how even small changes can make a big difference. It is not only about strategies and metrics, but about everyday actions that create better working lives for more people.

### 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 maritime industry.

### Purpose of the award

The DEI Award 2026 aims to recognize and highlight initiatives that make a positive difference for people in everyday working life.

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

### **Submission of nominations**

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

### **Subject line:**

"Nomination for the DEI Award 2026"