

# Diversity & Inclusion Policy

## *Chief Executive Officer's Introduction*

At Dublin Port Company, we recognise that our strength lies in our diverse and talented workforce. We are committed to fostering an inclusive environment where every colleague feels valued, respected, and empowered to achieve their full potential. This policy outlines our commitment to diversity and inclusion and sets the expectations for all members of our organisation.

## *Our Mission & Vision*

### **Mission**

As the hardworking heart of Dublin, we exist to serve the people of Ireland. That means we work night and day to make sure good things keep coming in and out of Dublin Port. From facilitating trade, preserving the environment in Dublin Bay, being a place for culture, and being a good neighbour to the communities around Dublin Port, everything we do is done with this purpose in mind.

### **Vision**

Dublin Port is a vital piece of infrastructure at the centre of a world-class route to market system, handling €165bn worth of trade annually. Our vision is to grow our trade capacity to keep pace with the increasing economic needs of the island of Ireland, while also strengthening our connection with the people and becoming a cultural space for Dublin, where history, community, trade and environment co-exist.

**Masterplan 2040** sets out our plan to make this vision a reality.

Our commitment to diversity and inclusion is fundamental to achieving this mission and vision. We believe that a diverse and inclusive workforce is essential to delivering excellence in service, innovation, and community engagement.

## *Purpose*

The purpose of this policy is to promote diversity and inclusion within Dublin Port Company, ensuring that all employees, customers, suppliers, and stakeholders are treated with fairness, respect, and dignity.

## *Policy Statement*

Dublin Port Company is committed to embedding diversity and inclusion into our day-to-day practices. We actively promote fairness, respect, equality, diversity, inclusion, and engagement. Our goal is to create a workplace where everyone feels they belong and can contribute to the success of the organisation.

## *Objectives*

1. **Leadership Commitment:** Equip our leaders with the skills and knowledge to embed diversity and inclusion into the organisation's culture, strategy, and processes.
2. **Training and Awareness:** Provide diversity and inclusion training to all staff and Board members, covering responsibilities, relevant legislation, and this policy.

3. **Equal Opportunities:** Ensure that no individual receives less favourable treatment and that opportunities are accessible to all.
4. **Supportive Environment:** Create an environment where staff and customers are treated fairly and with dignity and respect.
5. **Zero Tolerance:** Enforce a zero-tolerance approach to discrimination, bullying, harassment, and inappropriate behaviour.
6. **Fair Recruitment:** Ensure fair treatment in recruitment, promotion, and retention practices.
7. **Role Models:** Act as role models to partner organisations and external stakeholders.

### *Scope*

This policy applies to all employees, Board members, business partners, and external stakeholders engaged with Dublin Port Company. It ensures compliance with statutory equality duties outlined in the Employment Equality Acts 1998–2015 and the Equal Status Acts 2000–2018.

### *Key Equality & Diversity Concepts*

- **Diversity:** The visible and non-visible differences between individuals, including gender, race, age, disability, sexual orientation, religion, and more.
- **Equal Opportunities:** Ensuring all individuals have the opportunity to participate and succeed based on their abilities and potential.
- **Discrimination:** Unequal treatment based on membership of a particular group, which is not tolerated.
- **Harassment and Bullying:** Behaviours that cause undue stress and de-motivation, which are not tolerated.

### *Management and Delivery*

- **Communication:** The policy will be communicated to all staff, visitors, customers, and stakeholders through various channels.
- **Complaints and Grievances:** Existing processes will be used to review and investigate complaints related to discrimination, harassment, or bullying.
- **Selection, Recruitment, and Retention:** Ensure fair treatment in hiring and employment practices, making reasonable accommodations for disabled individuals.

### *Specific Areas of Focus*

- **Disability:** Make reasonable accommodations to assist disabled employees.
- **Race, Religion, and Belief:** Ensure non-discrimination and respect for employees' religious practices and dietary requirements.

- **Age:** Ensure non-discrimination in recruitment, promotion, and benefits.
- **Gender:** Facilitate a respectful environment for individuals undergoing gender reassignment and ensure non-discrimination based on gender.
- **Marriage or Civil Partnership:** Recognise and respect employees' marital or partnership needs.
- **Sexual:** Ensure non-discrimination based on sexual orientation.
- **Membership of the Traveller Community:** Ensure non-discrimination and inclusion of members of the Traveller community.
- **Family Status:** Ensure non-discrimination based on family status, assisting employees in balancing caregiving responsibilities.
- **Civil Status:** Ensure non-discrimination based on civil status, including single, married, separated, divorced, or widowed individuals.

#### *Service Delivery*

- **Consultation:** Regularly consult with customers, suppliers, and stakeholders to gather feedback on services.
- **Public Commitment:** Publish the policy widely to demonstrate commitment to combating discriminatory attitudes.

#### *Monitoring and Evaluation*

- **Evaluation:** Systematically evaluate the effectiveness of the diversity and inclusion policy through various means.
- **Review Cycle:** Conduct formal reviews of the policy every two years, with interim reviews as needed based on legislative changes or identified trends.

#### *Conclusion*

Dublin Port Company is dedicated to creating an inclusive and diverse workplace where everyone feels they belong. By adhering to this policy, we aim to foster a positive, respectful, and supportive environment for all.