

# ESPO AWARD 2025

*PORTS THAT HAVE  
DEVELOPED INNOVATIVE  
POLICIES AND/OR  
STRATEGIES THAT  
SUCCESSFULLY ATTRACT  
MORE WOMEN TO WORK  
IN PORTS*



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# FOREWORD

BY ANSIS ZELTIŅŠ,  
ESPO CHAIR

This 17th edition of the ESPO Award aims to reward port managing bodies that are actively engaging to attract more women to work in the port sector. Considering the overall rationale of the Annual ESPO Award, promoting better integration between port and city, it is more than time to make gender balance a theme of the ESPO Award.

On average, only one in five transport professionals in Europe is a woman. Given the role of ports in connecting people, cultures, and economies and in balancing economic and public interests, the port work environment should strive to be more, if not fully, gender balanced. Moreover, ports are no longer the rough working environments reserved for the strongest among us. The multifaceted role of ports requires a more diverse and balanced workforce, a wider range of profiles and this can only be realised if the workplace shows it truly welcomes this greater diversity.

ESPO is one of the founding members of the “Women in Transport” initiative of the Commission and has also been registering and monitoring since 2019 the female representation in all its technical committees, executive committees and general assemblies. While positive trends towards gender equality can be observed, we are not there yet. It is thus with great attention that I am looking at the six submissions to this year’s ESPO Award.

Ports in Europe are managed in different ways, which explains the diversity in the scope of the projects submitted. Some strategies are covering the port authority; others focus on port workers and others even look at the wider port complex. This wide diversity doesn’t make it easy for the jury to pick a winner. Four projects have been shortlisted by the jury, but for me, more than ever, there are six winners this year.

I really hope that this brochure gets the attention it deserves and inspires ESPO members and HR managers in ports.

Finally, I would like to thank the ESPO Award jury, led by Eamonn O’Reilly, for their work on assessing the different projects.

# FOREWORD

**BY EAMONN O'REILLY,  
CHAIRMAN OF THE ESPO AWARD JURY**

Over the sixteen iterations of the ESPO Award since 2009, there has been an evident maturing and increase in sophistication among Europe's ports in how they respond to the concerns and needs of citizens. The theme for this seventeenth ESPO Award on Societal Integration of Ports provides a useful benchmark on how deep this maturity and sophistication is.

The ESPO Award 2025 asks a direct question: To what extent has the port managing body succeeded in implementing strategies that successfully attract more women to work in ports?

Many professions and sectors have made great progress in achieving diversity in the workplace, including gender equality. However, the port industry is a traditional sector, and it is important in this year's Awards to consider where Europe's ports are on the path to being open and inclusive for all. Are our ports only belatedly beginning to address the challenge of gender inclusivity? Are the efforts to promote gender equality tokenistic or are they deeply embedded in the culture of ports?

My first reaction to the six submissions this year is one of reassurance given the similar levels of commitment and approaches evident in all six entries, representing ports from the Baltic all the way around the coast of Europe to the Mediterranean.

Importantly, the submissions show that the approach to gender equality goes beyond just addressing past shortcomings in providing opportunities for women to work in ports. It is clear in all six entries that the approach recognises the simple fact that ports should employ the best people from the widest possible pool of talent. Gender equality should be - and in the case of this year's entries, it evidently is – the accepted norm.

From a defensive response to the challenges of societal integration in the first decade of the century, the ESPO Awards have come a long way as ports have responded to the demands of society for inclusivity.

I would hope that the confident and comprehensive strategies evident in this year's entries will prompt all ports to continue to deepen their commitments to inclusivity in all port activities and operations. However, the improvements that have been made to achieve gender equality and wider diversity in Europe's ports should not be taken for granted. This year's Award provides a timely insight into what must continue to be the norm – that all jobs should be filled from the widest pool of talent possible and employment in ports should reflect the diversity of society, including gender balance.

# ABOUT THE ESPO AWARD

The ESPO Award on Societal Integration of Ports entered its seventeenth edition this year. Established in 2009, the ESPO Award promotes innovative projects by port authorities to improve the societal integration of ports, especially in the city or wider community in which they are located. Through this initiative, the Award aims to promote the sustainable development of European ports and their cities. The experience of the first two ESPO Award editions made it clear that 'Societal Integration of Ports' is a topic with many layers. As a result, beginning with the third edition, the ESPO Award adopted an annual thematic focus while maintaining the overall goal of societal integration of ports.

The theme for the seventeenth edition of the ESPO Award on Societal Integration of Ports is 'Ports that have developed innovative policies and/or strategies that successfully attract more women to work in ports.'

The ESPO Award 2025 will go celebrate the port managing bodies that are taking proactive steps to foster a supportive and inclusive working environment for female professionals and thus enhancing the gender balance.

The call for proposals resulted in six project submissions which are summarised in this brochure. The jury shortlisted the projects of Port of Helsinki, Port of Lisbon, Port of Rotterdam and Shoreham Port.

## Previous winners

Previous winners of the Award are the Port of Gijón (2009), the Port of Helsinki (2010), the Ports of Stockholm (2011), the Port of Genoa (2012), the Port of Antwerp (2013), the Port of Koper (2014), Port of Dublin (2015), BremenPorts (2016), Guadeloupe Ports Caraïbes (2017), Port of Rotterdam (2018), Port of Dover (2019), Algeciras Port Authority (2020), Port of Gdańsk Authority (2021), Port of Barcelona (2022) and North Sea Port (2023), Port of Sevilla (2024).

# ESPO CODE OF PRACTICE ON SOCIETAL INTEGRATION OF PORTS

In May 2010, ESPO published a Code of Practice on Societal Integration of Ports. This Code builds on the experience of the first edition of the ESPO Award and results from the project "People Around Ports" initiated by the Port of Rotterdam (The Netherlands). The Code brings together a series of practical recommendations that can guide port authorities in improving their general public image, attract young people to work in the port and make people living in and around the port area their ambassadors.

**The Code is available in English and Spanish at [www.espo.be/publications](http://www.espo.be/publications).**



# THE AWARD PAINTING

## ESPO AWARDS BY SASJA HAGENS

### COLOURS OF ESPO

“The port is about adventure, about coming home, about loss, about joy, hope and life energy. This year, I am thrilled to present to you another artwork of the series of 16 ‘THE COLOURS OF ESPO’. In this series of paintings, I add different pieces of materials. Besides acrylic paint, emulsions and sand, I also use wood, metal copper and metal leaf. Although every painting, at a glance, has familiar port elements, you find in each work a unique atmosphere, surprising colour combinations and bold material choices. Every single artwork presents its own distinguished harbour narrative.

I hope this series gives you a glimpse of how I see the harbour: bright, playful, and exciting. Do you recognise your future harbour here?

### About me

My father, grandfather and great-grandfather are all marine educated, sailors, or pilots stationed at the Surinam River Paramaribo. I see myself as a 4th generation sailor. Proud of where I came from, and excited to share my colours with you.”



Sasja Hagens (sasjahagens@gmail.com)

# THE JURY



**Eamonn O'Reilly, Chairman of the Jury**  
Former Chief Executive of the Dublin Port Company and former Chair of ESPO



**Knut Fleckenstein**  
Partner 'Von Beust & Coll International', former Member of the European Parliament, Transport Committee



**Annaleena Mäkilä**  
LLM, CEO of ACM Consulting Ltd, Former CEO of Finnish Ports Association, and Former Chair of ESPO



**Noémi Mené**  
Project Leader – Sustainable Mobility and River Port Cities, AIVP



**Marta Moretti**  
Journalist at Portus Online



**Victor Schoenmakers**  
Former Director Corporate Strategy of the Port of Rotterdam Authority and former Chair of ESPO



**Livia Spera**  
ETF General Secretary



**David Whitehead OBE**  
Former Director of the British Ports Association and former Chair of ESPO

# PORT OF HELSINKI, FINLAND

## A Harbour for All: Co-Creating the Future with the Community

The Port of Helsinki's Development Programme 2030 is a city-backed initiative to modernise harbour infrastructure in line with maritime traffic needs and urban growth. As Finland's busiest passenger port and among Europe's largest, Helsinki is reorganising operations: Tallinn-bound traffic will centralise at West Harbour in Jätkäsaari, while Stockholm-bound traffic will operate from Katajanokka. This strategy includes new terminal infrastructure and improved RoPax (roll-on/roll-off passenger) operations. Beyond logistics, the programme stands out for its commitment to social sustainability, especially gender equality and inclusion.

From the outset, the port adopted a human-centred, participatory approach. Visions for both terminals were shaped in co-creation workshops with residents, shipping companies, planners, and professionals. These sessions ensured women and underrepresented groups had a strong voice in shaping the port's future. West Harbour is envisioned as a modern, welcoming "living room" for the city, while Katajanokka will become Helsinki's vibrant maritime heart. Both aim to combine operational efficiency with a stronger community integration.

Led predominantly by women, senior leadership has embedded equality into long-term strategy. Clear commitments, targeted training, and mentorship are central. Initiatives such as the Fair Game workshops and Pride without Borders seminar have transformed workplace culture by opening dialogue on gender, identity, and inclusion. The mentorship programme, rated with a Net Promoter Score of 100, supports women's career development and is set to expand with shadowing and reverse mentoring.

External partnerships have reinforced the port's internal efforts. A long-term agreement with Metropolia University of Applied Sciences promotes port careers to female students through lectures, visits, and joint training. Collaborations with unions and community groups further strengthen diversity. On the infrastructure side, progress is advancing: the West Harbour zoning plan, approved in May 2024, enables 37,000 square metres of development and 600 parking spaces, with construction due before 2028. At Katajanokka, stakeholder workshops, a 2025 design competition, and inclusion in city zoning plans in 2026 are driving development. Over 2,500 hours and €300,000 have been invested, supported by strong feasibility studies and investor confidence.

Results are visible. Female staff report greater confidence and clearer career paths. Inclusion training is now part of leadership development, while Fair Game and Pride without Borders are now permanent fixtures, supported by leadership and secured funding. Recruitment practices are being revised to ensure gender-neutral language and equal opportunities.

By aligning infrastructure renewal with social responsibility, the Port of Helsinki is setting a benchmark in inclusive port development. More than a workplace, the port is becoming a shared space rooted in community, diversity, and gender balance.

### SHORT- LISTED PROJECT

"The feeling of working together was incredibly powerful. People feel close to us. The atmosphere is very positive, even though one might imagine that the traffic caused by the port would be perceived as unpleasant. We want to be a good neighbour and contribute to the local experience and service offering."

**Marika Pauli,**  
*Head of Business  
Development &  
Conceptualisation,  
Port of Helsinki*







# ASSOPORTI, ITALY

## Advancing Gender Equality and Inclusive Employment in Italian Ports

“Since we launched the gender equality initiatives, our objective has always been to eliminate discrimination and improve conditions for all workers. We’ve created something that is changing the stereotyped port model, and we are proud.”

**Rodolfo Giampieri,**  
**President at Assoporti**

The Gender Equality Pact (“Patto per la Parità di Genere”) is a national initiative launched by Assoporti and endorsed by all Italian Port System Authorities (AdSPs), promoting inclusive employment, gender equality, and social integration across Italy’s port sector. It aims to attract more women to port careers, foster inclusive workplaces, and align the sector with the objectives of the European Union and the UN 2030 Agenda.

Since its signing in October 2021, the Pact has evolved into a structured model for systemic change. Between 2022 and 2023, efforts focused on integrating inclusive policies and adopting gender-sensitive language standards, culminating in the 2023 Dichiarazione d’Intenti – no women no panel, which reaffirmed commitments to balanced gender representation and visibility. The most decisive step came in June 2025, when gender equality measures were formally included in the National Collective Labour Agreement for Port Workers, embedding equality into contractual frameworks and institutional practices nationwide.

A central aim of the Pact is removing structural and cultural barriers that have historically limited women’s participation in the port workforce. It promotes inclusive HR practices such as flexible working arrangements, gender-sensitive recruitment, equal pay, and tailored training opportunities. Safe mechanisms for reporting discrimination are also provided through an established whistleblower system. These measures are reinforced by the Linee Guida per una Comunicazione Inclusiva (Guidelines for Inclusive Communication), challenging traditional gendered narratives and promoting respectful, bias-free communication across the sector.

Senior management in Italian Port Authorities has played a key leadership role, recognising gender equality as essential for innovation, economic growth, and social cohesion. The Pact aligns with EU Treaties and the Next Generation EU framework, positioning equality as a core institutional value and a driver of long-term development. Its collaborative approach brings together public institutions, private companies, trade unions, training bodies, civil society organisations, and women across the port cluster. Partnerships with EU platforms, such as Women in Transport, ensure strategies are locally grounded and consistent with European standards, while raising awareness, sharing best practices, and enhancing women’s visibility across the port ecosystem.

Financially, the initiative is highly feasible, relying on existing human and financial resources within each Port Authority while remaining open to additional support through national and European funding instruments, including the PNRR and gender certification systems like UNI PdR 125:2022. This makes the Pact both cost-effective and scalable across other national and international port systems.

Overall, the Gender Equality Pact strengthens internal cohesion and public trust, positioning ports as modern, inclusive, and socially responsible institutions. By embedding equality into policies, contracts, and daily practices, it creates the foundation for long-term social integration and ensures that ports reflect and support the communities they serve.

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# PORT OF ROTTERDAM, THE NETHERLANDS

## Anchoring Women in Port Careers

In the traditionally male-dominated maritime and industrial sectors, gender imbalance remains a significant challenge. At the Port of Rotterdam, this issue is evident: the 2024 labour market survey shows men represent 77% of the workforce, while women account for just 23%. The disparity is sharper in technical and operational roles, with only 9% of such positions at the Port of Rotterdam Authority held by women, even though women comprise 40% of the organisation's overall staff. These figures highlight the urgent need for structural and cultural change to foster a more inclusive and diverse labour market.

To address this, the Port of Rotterdam Authority, together with more than 20 partners and over 200 companies, launched a comprehensive initiative running from 2023 to 2030. Embedded in the Port Authority's enterprise strategy for 2025–2029, the programme aims to attract more women to port-related careers, empower those already working in the sector, and support employers in creating inclusive workplaces. The focus is on long-term, system-wide change through collaboration and innovation.

A central pillar of the initiative is a set of targeted recruitment campaigns coordinated through the "Working in the Port of Rotterdam" platform. These campaigns highlight opportunities in digitalisation and the energy transition, two growing fields offering new prospects for women. By targeting women within a 45-kilometre radius, the campaigns use storytelling and media to showcase female role models and inspire others. Events also play a key role: the 2025 "Girls' Day" welcomed 150 girls aged 10–15 to explore port careers, while the Technical Women's Dinner brought together 70 female students and professionals for networking and advice. In addition, "Onze Haven" magazine published interviews with 15 women from the sector, presenting diverse career paths.

Internally, the Port Authority launched "Port of Empowerment," supporting women across the organisation with knowledge sessions and networking. Externally, the "Women at the Port" network, formed with eight major port companies including Deltalinqs, brings together women and male allies to strengthen recruitment and retention. To advance inclusive hiring, over 125 companies have joined seminars on inclusive leadership and recruitment without bias. A mentorship programme and company scans by TNO provide further tailored support. Platform "Inclusive Port" offers companies information and access to regional D&I expert parties.

What makes the Port of Rotterdam's approach innovative is its system-wide character and emphasis on cultural change in addressing gender diversity. Supported by 50% co-financing from the European Just Transition Fund and broad stakeholder backing, the initiative is both financially viable and scalable. Another distinctive element is its collective nature. Collaboration between the Port Authority, Deltalinqs, and ultimately 3,000 employers within the port area ensures a unified and impactful strategy. This shared effort amplifies the reach and effectiveness of the initiatives while setting a precedent that can be replicated in other ports. By working together, the port community contributes not only to diversity and inclusion but also to wider social integration.



“In the port, we’re not just building infrastructure—we’re building opportunities. Together, we make sure women find their place and claim it.”  
**Berte Simons, COO, Port of Rotterdam**





“When we began transforming the Port of Gdynia, we knew that gender equality couldn’t be a side initiative, it had to become part of our strategic DNA. Today, with 50% of management positions held by women, we are proving that ports can be powerful engines of social change, not just for goods, but for ideas, values and opportunities.”

**Katarzyna Gruszecka-Spychała, Vice President of the Management Board, Port of Gdynia Authority**

# PORT OF GDYNIA, POLAND

## Anchoring Women’s Leadership

Anchoring Women's Leadership is a bold initiative launched by the Port of Gdynia Authority to advance gender equality and increase women's participation, especially in leadership roles, within the traditionally male-dominated maritime industry. Recognising structural and cultural barriers that have historically limited women's involvement, the project adopts a holistic, long-term strategy combining internal organisational reform with external societal engagement. Its aim is to create a more inclusive workplace and influence public perceptions, inspiring systemic change across the maritime sector.

The initiative is guided by senior management, who have committed to embedding gender equality at all levels. A key objective is to maintain at least 50% female representation in managerial roles while sustaining a high overall female employment rate. Modernised HR processes ensure transparency, fairness, and equal access to professional development. Policies include flexible working hours, remote work support, maternity reintegration programmes, and pay equity mechanisms addressing visible and hidden wage gaps. Leadership development is further supported through mentoring, tailored training, and career guidance for women at all stages, from new graduates to senior staff.

A distinctive feature of the project is its integration into the port's long-term strategy, ensuring equality is a continuous priority rather than a short-term goal. Since its acceleration in 2022, the initiative has delivered measurable results. As of 2024, women hold 50% of management positions and over 42% of the workforce. Nearly 9,000 people have participated in training, communication, and outreach activities to support women's professional growth. Over PLN 200,000 has been invested in CSR programmes focused on gender inclusion and women's development.

Strategic partnerships are central to the initiative. The port collaborates with the University of Gdańsk, Gdańsk University of Technology, GFKM, Soroptimist International, and other organisations to support training, mentoring, and educational outreach programmes that encourage young women to pursue careers in logistics and maritime industries. Engagement with civic organisations and local authorities, including the Mayor of Gdynia and the Women's Council, extends the initiative's impact beyond the port and promotes inclusive public policies. A highly visible female Vice-President serves as ambassador and role model, representing the port in high-level forums and public events, reinforcing the initiative's credibility and helping to challenge longstanding gender stereotypes.

By combining effective internal practices with strong external advocacy, Anchoring Women's Leadership strengthens social integration between the port and the local community. It reinforces the port's identity as an inclusive and attractive employer while aligning with EU equality goals. By prioritising representation, education, and community engagement, the initiative fosters a diverse and inclusive environment where all individuals, regardless of gender or background, have meaningful opportunities to contribute to and benefit from the port's sustainable growth.

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# PORT OF LISBON, PORTUGAL

## EmpowerHER: Elevating Women's Leadership in Maritime and Port Operations

The Port of Lisbon Authority (APL) has developed a forward-looking gender equality strategy, positioning it at the forefront of inclusive transformation in the maritime sector. Building on two decades of progress, the initiative aims to create a port environment where women thrive, particularly in leadership and technical roles. APL has set national precedents, notably as the first Portuguese port authority to have a woman appointed as president of the board, while implementing a structured and measurable approach aligned with its long-term vision for sustainable growth.

At the core is the 2024 Gender Equality Plan, which outlines 25 measurable actions across five priority areas: recruitment and employment, leadership and decision-making, training and development, work-life balance, and the prevention of harassment. The plan introduces systemic reforms, including mandatory inclusive language in job ads, a minimum 33% gender quota in recruitment panels, and gender-sensitive performance evaluations. A tie-break rule ensures candidates of underrepresented genders are prioritised when qualifications are equal.

APL's strategy uniquely integrates structural reform with cultural transformation. Beyond policy changes, the port offers benefits supporting women's career continuity, including childcare and educational subsidies, health coverage, birthday leave, and flexible work arrangements. Support extends to parental and sometimes grandparental responsibilities, reflecting a commitment to work-life balance across generations. Leadership engagement is key: the Executive Board, with HR, actively steers and monitors implementation. Gender-disaggregated indicators are reviewed and publicly reported via the port's GRI-compliant Sustainability Report, ensuring transparency and accountability. Alignment with global frameworks, including the UN Global Compact and the Target Gender Equality accelerator, reinforces adherence to international standards and SDG 5 on gender equality.

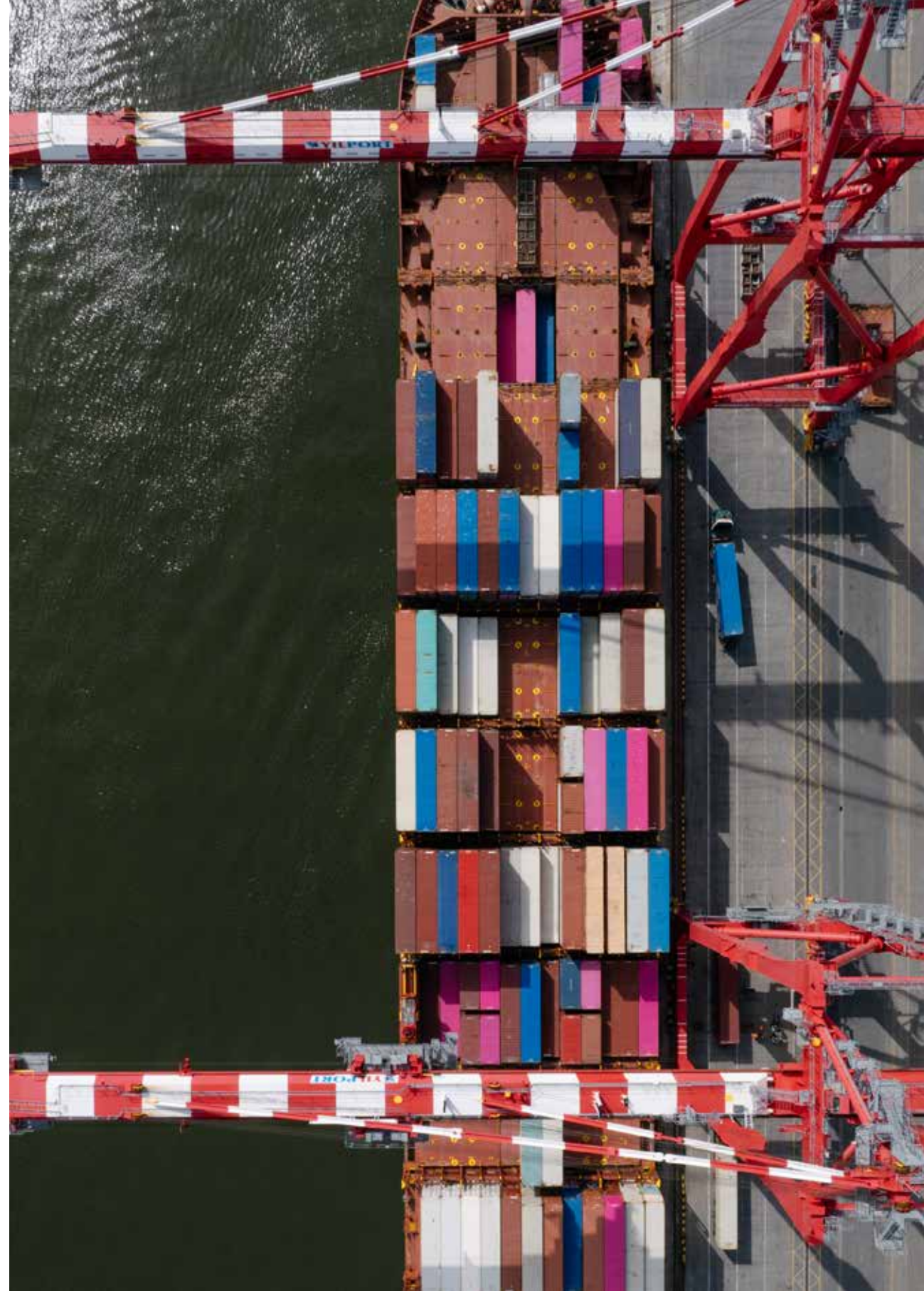
Internal and external stakeholders actively support the project. Employees participate in onboarding, awareness campaigns, and internal communications highlighting female role models. Externally, APL collaborates with schools, universities, municipalities, and civic organisations to influence societal perceptions of gender roles in the maritime sector. In 2023, over 1,100 students joined port visits and educational initiatives many times showcasing women's contributions in operations and leadership.

**APL has made significant progress: women now represent 36% of its total workforce and 44% of management positions, with a target of 40% representation in top leadership roles by 2030.** Backed by strong executive commitment, clear policies, and a high degree of feasibility, this initiative serves as a scalable model for advancing gender equality in the port sector. Additionally, its **outreach efforts** reinforce the port's position as both an **economic engine** and a **driver of inclusive, sustainable development**.

SHORT-  
LISTED  
PROJECT

“Ports are gateways of connection, not only for trade, but also for people and ideas. Social integration in our industry means ensuring that every talent has a place to thrive. By championing women's leadership in maritime and port operations, we, at Port of Lisbon, strengthen our workforce, enrich decision-making, and secure a more innovative and sustainable future for global trade.”

**Vitor Caldeirinha, CEO,  
Port of Lisbon Authority**







## SHORT- LISTED PROJECT

# SHOREHAM PORT, UNITED KINGDOM

## Diversity & Inclusion Strategy

“We are proud of the progress we have made to improve gender balance at Executive and Board level, which is inspiring future generations of young women to choose roles in the maritime sector. Our commitment to integrate diversity goals into our organisational strategy has enabled a step change in business performance, delivering stronger outcomes for our customers, colleagues and the communities we serve.”

**Catherine May, Chair,  
Shoreham Port**

Shoreham Port Authority's Diversity and Inclusion Strategy is an original, values-led initiative that has transformed the organisation's culture and structure to attract and retain women at all levels, particularly in senior roles. Launched in 2020 as part of a ten-year transformation, the strategy is embedded in the Port's annual Masterplan, with diversity and inclusion consistently prioritised. At the halfway mark in 2025, Shoreham Port is delivering impressive results and setting a national example of how inclusive leadership can drive both cultural and commercial success.

The strategy's primary objective is to build an inclusive environment where everyone, especially women, can bring their whole selves to work and progress. This involved redefining the Port's core values through engagement with colleagues, partners, customers, and the wider community. These values now guide recruitment, appraisals, induction, and decision-making. Every board paper references the values, ensuring inclusion is woven into strategic priorities at every level. Women now make up 50% of the Executive team and 55% of the Board, exceeding industry averages and inspiring other women across the organisation. Inclusive practices, such as diverse recruitment panels, female-specific PPE, free period products, flexible working, menopause awareness, and mental health support, have created a workplace where women can develop, lead, and thrive.

Senior leadership has embedded inclusion within Shoreham Port's long-term strategy. By integrating diversity goals into business planning, the Port has shown that inclusive values drive performance. Since 2020, revenue has increased 52%, despite Brexit and post-pandemic challenges. Broader perspectives at board level have enabled bold moves into new areas such as haulage, parking, and hospitality, generating income and strengthening local relevance.

The strategy is built on existing planning frameworks, supported by strong governance, and delivering tangible outcomes. The Port voluntarily reports its gender pay gap and has reduced its mean hourly gap by 18% since 2019. As of 2024, the gap favours women by 3.74%, compared to the maritime industry's average of 38.25%.

As the first UK port to achieve Women in Maritime Charter status, Shoreham Port is a founding member of the Diversity in Maritime Taskforce. It also supports other organisations with recruitment practices and mentoring schemes. Locally, its partnership with The Girls Network has created mentoring opportunities for young women, particularly in disadvantaged communities, helping them explore maritime careers. This strategy has strengthened Shoreham Port's social integration by creating a diverse, inclusive workforce and building strong community links. With visible leadership, innovative practices, and a bold long-term vision, Shoreham is shaping a more inclusive future for UK ports and the maritime industry.

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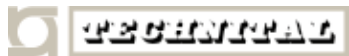


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**Technital S.p.A.** is an Italian engineering consultancy recognised worldwide for its expertise in maritime and port infrastructures. With more than sixty years of experience and projects in over 65 countries, the company delivers end-to-end solutions for ports, terminals, breakwaters, marinas, and coastal works, covering feasibility studies, master planning, detailed design, and construction supervision. The company has contributed to some of the most ambitious port projects worldwide, including the Grand Faw Port in Iraq, the navigation channel and coastal works in Lusail, Qatar, the new breakwater of Genoa, the development of Aqaba Port in Jordan, the expansion of Jeddah Islamic Port in Saudi Arabia, and the modernisation of Dar es Salaam Port in Tanzania. Technital is also the company that originally conceived the MOSE system in Venice — the first large-scale movable barrier designed to protect a UNESCO World Heritage city unique in the world from tidal flooding. Through its integrated approach, the company combines advanced engineering with sustainability and innovation, supporting governments and private operators in delivering resilient, efficient, and future-oriented maritime infrastructures.

More information on [www.technital.net](http://www.technital.net)



**Port-Safety**, established in 2017, is a leading provider of innovative safety solutions for the maritime industry across 38 countries. We offer products for city wharfs, industrial ports, marinas, and other waterfront facilities. Our mission is to save lives by enhancing safety along quay walls globally. Our groundbreaking products, including LifeLadder Thor®, LifeLadder for Cantilever Installation, and Turtle Handhold, are designed for durability and efficiency in the harshest maritime conditions. They not only improve safety and sustainability but also reduce maintenance cycles: the smarter design eliminates the recurring inspect–scrape–paint burden, lowering costs and freeing up resources. By achieving up to a 67% reduction in carbon footprint and supporting the UN Sustainable Development Goals, Port-Safety is committed to delivering solutions that raise safety standards while contributing to a more sustainable maritime future.

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