

PUBLIC STATEMENT ON EQUALITY, DIVERSITY AND INCLUSION.

At SAS we understand the link that our mission is inextricably linked with equality: Environmental degradation – pollution, biodiversity loss, climate change – disproportionately affects people of colour, women, LGBTQI+ people, disabled people, working class and poor people. These tend to be the people who are least to blame for environmental crises, who have fewer opportunities to enjoy the ocean, and who have the least time to prioritise ocean activism.

These challenges are bigger than we are, but a diverse voice is key to successful campaigns, so it is essential that we understand and acknowledge these barriers, and take every opportunity to tackle them through our work.

We're not at the beginning of this journey but we know there's a lot more we can do, and the current focus is on getting our own house in order, as this will help to unlock our ability to make a bigger impact externally. We've broken down our approach to EDI into 5 areas; here's an update on what we've done and where we're headed:

| AREA | WHAT WE'VE DONE | WHAT'S NEXT? |
|--------------------------|---|--|
| CULTURE | <ul style="list-style-type: none"> • Taken space and time to reflect and feedback from staff and diversity experts on EDI at SAS | <ul style="list-style-type: none"> • Run a 'Safe Spaces' workshop • Share lived experiences through our 'Let's Talk About' project |
| LEARN | <ul style="list-style-type: none"> • EDI Essentials workshop • Unconscious bias training • Anti-racism training for all staff • Introduced 'Let's Talk About'. A chance for employees to share their experiences with the whole team. | <ul style="list-style-type: none"> • Continue to host Let's Talk About sessions • Continue to learn from others, especially those with lived experience |
| OUR PEOPLE | <ul style="list-style-type: none"> • EDI Policy update • Increased accessibility of job ads, challenged the need for degree-level education or volunteering experience | <ul style="list-style-type: none"> • Create an environment where everyone feels they can bring their authentic self to work • Continue to improve our flexible and remote working policies to maximise diversity |
| OUR AUDIENCES | <ul style="list-style-type: none"> • Introduced Equality Impact Assessments around all of our 2023 plans | <ul style="list-style-type: none"> • Offer relevant training and workshops to our volunteers • Take opportunities to increase the diversity of Ocean Activists, through our work with schools, communities and partnerships |
| INTERSECTIONALITY | <ul style="list-style-type: none"> • Recognised the link between our goals and social & environmental justice issues | <ul style="list-style-type: none"> • Champion diverse voices and platform social justice organisations through our networks • Continue to review our position and role in the intersection between environmental and social issues |