EMPLOYEE RELATIONS \blacksquare 2020 target 2020 progress 2021 targets Provide good working conditions and fair salaries that reflect the individual's Yes Continue as in 2020 qualifications, regardless of gender Recruiting, educating and retaining a skilled Yes Continue as in 2020 workforce Systematic on-the-job training trough Living Yes Continue as in 2020 The Vision Programme



Yes

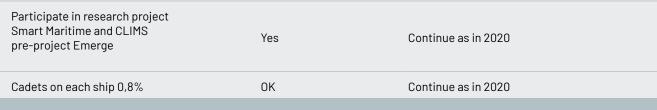
99,5%

and proactive employees

Retention rate more than 90%

and at home

Encouraging diversity and inclusion at work





Cadets on each ship 0,8%	OK	Continue as in 2020	
DIVERSITY AND INCLUSION			3 GOOD HEALTH 8 DECENT WORK AND WELL-GEING
			77 1 111

2020 target	2020 progress	2021 targets	_~\\ ~ ~
DIVERSITY AND INCLUSION			3 GOOD HEALTH 8 DESENT WORK AND NELI-BEING
•			

DIVERSITY AND INCLUSION			3 GOOD HEALTH AND WELL-SEING 8 DECENT WORK AND ECONOMIC GROWTH
2020 target	2020 progress	2021 targets	77 111

2020 target	2020 progress	2021 targets	
Managing "happy ships" with happy, motivated	Yes	Continue as in 2020	

Continue as in 2020

Continue as in 2020