

WAYNE AITKEN





- MD, Farstad Shipping (Indian Pacific)
- Executive GM, Portfolio Trading, Rio Tinto Marine
- Global Supply Manager, Iron Ore, BHP Billiton
- Bachelor Education (Economics); Master International Business



FARSTAD SHIPPING





- Operating in the Offshore maritime industry servicing the Oil & Gas sector.
- Number of vessels
 - 60 vessels
 - 4 newbuilds
- Locations Farstad operates
 - Aalesund (Corporate Norway)
 - Aberdeen
 - Melbourne / Perth
 - Rio
 - Singapore

AREAS OF DISCUSSION





- 1. Farstad and employment diversity
- 2. How Farstad staff have responded
- 3. The Maritime sector in general

AREAS OF DISCUSSION





• 1. Farstad and employment Diversity



Shana Pilmore Deck Cadet

FARSTAD AND EMPLOYMENT DIVERSITY





- 2% of seafarers are female (20% cruise industry)
- Farstad Australia has 650 seafarers, but only 2% are women
- Up to 50% of our office workforce are women
- Senior shore-based roles may require a seafaring background (experience women don't always have)
- "The Leadership Journey" initiative is examining new ways of creating opportunities for women

FARSTAD AND EMPLOYMENT DIVERSITY



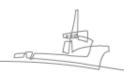


AUSTRALIAN WOMEN IN RESOURCES ALLIANCE (AWRA)

- Farstad engaged with AWRA in 2013
- Silver star accreditation (aiming for Gold in 2014)
- Valuable insight in to where we are, where we want to be and how to get there
- Detailed assessments + interviews
 - cultural integration & acceptance
 - vision/management
 - diversity policies)

FARSTAD AND EMPLOYMENT DIVERSITY





PROACTIVE POLICIES AND OUTCOMES

- Diversity committee
- Corporate Liaison Officer
- Accepting women at entry level
- More entry-level women

Kirsteen Roberts 2nd Mate







2. How Farstad staff have responded





"Although we struggle to attract female applicants to seagoing roles, we do support learning and development, and encourage our female staff to succeed. We work hard to ensure there is no glass ceiling on our ships."

SOURCE: Resource People, Issue 006 Autumn 2014





"The women who were interviewed were very positive about the company and what they've been able to achieve."

SOURCE: Resource People, Issue 006 Autumn 2014





WOMEN IN LEADERSHIP COURSE

"It was a great session and was very empowering at the time. There was a consensus the information provided a roadmap and assistance for the future."

SOURCE: Farstad HR staffer







- Demand for more female participation
- Curiosity from male staff









3. The maritime sector in general





How do you think the maritime sector can get the message out to women that the sector is no longer a boys club?









Farstad Shipping is one maritime company that is taking the lead to increase gender diversity, but in terms of sector wide cultural challenges, what would you urge other maritime leaders to address as that the whole sector can attract more talented women?





KEY MATTERS

- Shortage of seafarers globally
- Better awareness and education
- Corporate branding and identity (employer of choice)

SUMMARY / CONCLUSION





- 1. Farstad: moving in the right direction
- 2. Proactive and positive staff response
- 3. Industry-wide problem needs collective approach

Thank you for your attention





