



Equal Opportunities Policy

eXXpedition organises all-women voyages to make the unseen seen, from the toxics in our bodies to the toxics in our seas.

We are committed to working with the best scientists in the field of marine pollution, regardless of country, ethnicity, gender or other characteristics, and in working with them to grow the research and understanding which will address pollution and toxics.

We recognise that women have historically been excluded from both scientific and sea-based activity and it is, therefore, core to our mission to promote the participation of women and explore the impact of pollution on women.

Equal Opportunities Statement

The aim of this policy is to communicate the commitment of eXXpedition to the promotion of equality of opportunity in the work we do and as an employer.

Our voyages

We are committed to encouraging women to be proactive and active in participation in seafaring, citizen science and social action. We open our voyages to all adult (18+) women, transwomen and those who are assigned female at birth, and are particularly keen to encourage participation by:

- young women
- older women
- women of colour
- LGBTQIA+ women

We will actively seek ways to enable women to participate in our voyages through support for fundraising, the way we advertise our voyages, links with key universities in our field of activity, and promoting the voices of women in the scientific and artistic work undertaken afloat.

Our land-based work

We seek to promote the voices of women through our wide-ranging shore based programmes associated with our voyages. We will:

- shape, promote and encourage events which engage with local communities, especially (but not only) women and children, to promote their experience of toxics, their understanding of the science and make the most of opportunities to improve their local environment
- aim to work with leading women scientists in the field
- commission and promote the work of artists whose practice engages with our mission, particularly seeking out women, women from black and ethnic minority communities, and women from places particularly affected by toxics and sea level rise

Employment

eXXpedition employs full-time core staff and short-term workers as professional crew on its voyages, and in administration and communication roles. In our short term contracts and commissions, we aim to work primarily with women.

Beyond that point, it is our policy to provide equality in employment to all, irrespective of:

- Age
- Disability
- Marital or family status
- Nationality
- Race or ethnic origin
- Religious belief or political opinion
- Sexual orientation
- Gender identity

We are opposed to all forms of unlawful and unfair discrimination. All full-time employees, part-time employees and job applicants (actual or potential) will be treated fairly. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.