



Equal Employment Opportunity and Affirmative Action Policy Statement

This Policy Statement applies to ENSCO, Inc. and its U.S. subsidiaries (the "Company"), and it is expected that each person will actively help to further Equal Employment Opportunity (EEO) principles.

Equal Employment Opportunity

While Equal Employment Opportunity (EEO) is the law, it is also an acknowledged social obligation and business necessity. The Company is committed to identifying the most capable people we can find and providing them with opportunities to prosper without regard to their race, color, religion, religious creed (including religious dress and grooming practices), age, national origin, ancestry, citizenship, gender, sexual orientation, gender identity and gender expression, sex (including pregnancy, childbirth, breastfeeding and related medical conditions), marital status, genetic information, protected medical or family care leaves (requesting or approved for leave under federal or state law), retaliation for reporting patient abuse in tax supported institutions, physical or mental disability or medical condition (including cancer and genetic characteristics), military or protected veteran status, status as a victim of domestic violence, political affiliation, reproductive health decisions, or any other protected characteristic under applicable law. This EEO policy applies to all personnel actions including, but not limited to: recruitment, selection and hiring, training, promotion, transfer, termination, compensation and fringe benefits. The Company will ensure that all employment decisions are based on valid job requirements, for more information please reference P002-015.

Affirmative Action

ENSCO also takes affirmative action as required by applicable laws and Executive Orders to employ and advance in employment all persons regardless of their race, gender or status as a person with a disability or as a protected veteran. This applies to all employment practices and terms and conditions of employment. Every manager is responsible for implementing Equal Employment Opportunity and Affirmative Action policies in their department. We will vigorously monitor ourselves against specific objectives to measure our progress to achieve full and equal participation of all employees and applicants for employment in the opportunities available at the Company. Our Affirmative Action Plan reaffirms this policy and outlines our reporting and monitoring procedures in detail. To ensure compliance with government laws, procedures and policy, overall responsibility for Equal Employment Opportunity and Affirmative Action has been given to the Vice President, Human Resources in Springfield (703-321-4648). ENSCO's Affirmative Action Plans are located in the Human Resources Department, and are available for review by any applicant or employee, upon request, during normal business hours.

Harassment, Discrimination and Retaliation, and Complaint Procedure

As part of our continuing commitment to provide equal employment opportunities to all persons, we intend to maintain a place of employment that is free of conduct that can be considered harassment, including hostile, intimidating, or offensive conduct. It is also our policy to provide a work environment free from all forms of discrimination and retaliation. Harassment, discrimination, retaliation, and other inappropriate conduct that is based on or directed toward someone because of a protected characteristic described above, or any other unlawful basis is against ENSCO's policy and will not be tolerated. For more information, please reference [P036-007 Harassment and Intimidation at Work](#).

Any person who believes that they are the victim of any type of harassment, discrimination, or retaliation, or that another ENSCO employee has been the subject of such conduct is strongly encouraged to promptly advise any supervisor, manager, Human Resources Representative, or the EEO Officer (703-321-4648). Supervisory employees are required to report any complaint of harassment or discrimination that they receive, or any harassment or discrimination they observe or become aware of to the EEO Officer. All complaints or information about violations of this policy will be investigated, whether that information was reported in verbal or written form. ENSCO will conduct a prompt and thorough investigation of all the circumstances surrounding the alleged incident and will keep the complaint and investigation confidential to the extent possible. All persons involved, including complainants, witnesses and alleged violators will be accorded due process, as outlined in [P036-007 Harassment and Intimidation at Work](#), to protect their rights to a fair and impartial investigation.

Equal Employment Opportunity and Affirmative Action must be pursued with the same enthusiasm and energy we apply to our other goals and objectives to ensure fair and impartial treatment while providing a safe working environment for all employees.

A handwritten signature in black ink, appearing to read 'Jeffrey Stevens'.

Jeffrey Stevens
President
January 2024