



EnSCO Vendor & Supplier Business Integrity Principles

EnSCO (or “the Company”) is committed to conducting business ethically and legally throughout the world and in accordance with its Core Values:

- Ethical behavior
- No harm to people, property or to the environment
- Success for employees, customers and shareholders
- Can-do Attitude
- Operational excellence

This commitment extends to EnSCO’s dealings with all of its vendors and suppliers (collectively “Suppliers”). EnSCO has developed these Vendor & Supplier Business Integrity Principles (“Supplier Principles”) to clarify EnSCO’s global expectations of its Suppliers. EnSCO’s Supplier Principles are intended to complement [EnSCO’s Code of Business Conduct](#) and the Company’s other policies and procedures referenced therein.

Labor and Human Rights

Suppliers must uphold the human rights of workers as understood by the international community and support the principles of the United Nations Global Compact, the UN Universal Declaration of Human Rights, as well as, the 1998 International Labour Organisation Declaration on Fundamental Principles and Rights at Work. This commitment is set forth in EnSCO’s Code of Business Conduct and Human Rights Policy.

- **Child Labor**
Suppliers shall employ no workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, employ no workers under the age of 14.
- **Forced Labor**
Suppliers shall make no use of forced or compulsory labor.
- **Compensation and Working Hours**
Suppliers shall comply with the respective national laws and regulations regarding working hours, wages, and benefits.
- **Discrimination**
Suppliers shall not discriminate on the basis of race, religion, disability, age, sexual orientation or gender.

Health, Safety, and Security

Suppliers shall commit to creating safe working conditions and a healthy work environment for all of employees. Suppliers shall comply with all applicable occupational health and safety regulations and will provide a work environment that is safe and conducive to good health in order to preserve the health of employees and prevent accidents, injuries, and work related illnesses. Suppliers will perform risk analyses and assessments in these areas and implement appropriate measures to prevent or mitigate these risks.

Quality Assurance

Suppliers should maintain the quality of the services and products they provide through constant ongoing review of all aims, outcomes, and cost-effectiveness of every activity.

Anti-Corruption

Suppliers shall comply with all national and international anti-bribery laws and regulations. In particular, Suppliers will compete fairly for EnSCO’s business, without paying bribes, kickbacks, or anything of value to secure an improper advantage.

Trade Compliance

Suppliers should understand and follow applicable international trade control laws and regulation, including those relating to economic sanctions, customs requirements and export controls. Suppliers should never participate in boycotts or restrictive trade practices prohibited or penalized under U.K. or U.S. laws.

Fair Competition

Suppliers will act in accordance with national and international competition laws and will not participate in price fixing, market or customer allocation, market sharing or bid rigging with competitors.

Intellectual Property

Suppliers will identify and protect Ensco intellectual property in ways consistent with the law and will respect the intellectual property rights of others.

Environment

Suppliers shall act in accordance with all applicable statutory and international standards regarding environmental protection. Suppliers will minimize environmental pollution and implement an effective system to identify and limit potential hazards to the environment.

Conflicts of Interest

Suppliers should not employ or otherwise make payments to any employee of Ensco during the course of any transaction between Suppliers and the Company. Friendships outside of the course of business are inevitable and acceptable, but Suppliers should take care that any personal relationship is not used to influence the Ensco employee's business judgment. If a Supplier employee is a family relation (spouse, parent, sibling, grandparent, child, grandchild, mother- or father-in-law, or same or opposite sex domestic partner) to an employee of Ensco, or has any other relationship with an employee of Ensco that might represent a conflict of interest, the Supplier should disclose this fact to Ensco or ensure that the Ensco employee does so.

Reporting Potential Misconduct

Suppliers who believe that an employee of Ensco, or anyone acting on behalf of Ensco, has engaged in illegal or otherwise improper conduct, should report the matter to the Company. Suppliers can contact the employee's supervisor or Ensco's CCO at +1 713 789 1400, or cco@enscoplc.com, or use Ensco's Ethics Hotline at www.enscoplc.com/responsible, or call toll-free using the access codes that can be found on the Ensco website. Ensco's relationship with Suppliers will not be affected by an honest report of potential misconduct.