

Enscorowan (or “the Company”) is committed conducting business ethically and legally throughout the world. This commitment extends to the Company’s dealings with all of its vendors and suppliers (collectively “Suppliers”). The Company has developed these Vendor & Supplier Business Integrity Principles (“Supplier Principles”) to clarify Enscorowan’s global expectations of its Suppliers. The Company’s Supplier Principles are intended to complement [Enscorowan’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 Enscorowan’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 the Company’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.

Compliance with these Supplier Principles may be audited.

### **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 the Company's 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 EnscoRowan employee 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 EnscoRowan 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 EnscoRowan employee, or has any other relationship with an EnscoRowan employee that might represent a conflict of interest, the Supplier should disclose this fact to EnscoRowan's CCO or ensure that the EnscoRowan employee does so.

### **Reporting Potential Misconduct**

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