

**EnscoRowan respects the human rights of all our global stakeholders, as expressed in the International Bill of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, which together provide an authoritative list of internationally recognized human rights. We commit to avoid complicity in human rights abuses, consistent with the United Nations' Guiding Principles on Business and Human Rights, which provide standards for addressing human rights risks. We are dedicated to compliance with all legal requirements.**

**We are committed to behaving ethically and doing no harm to people, property, or the environment. Our code of conduct sets our standards for anti-discrimination, anti-harassment, workplace safety and health, environmental protection, sustainability, and fair employment practices (including prohibitions on forced or child labor).**

To live up to our values, we will:

- Take action to prevent, and when necessary, mitigate and remediate, adverse human rights impacts directly connected to our operations and relationships.
- Identify human rights risks in our operations and continually improve our processes.
- Devote resources to implement our HSE systems because we care deeply about our personnel and the environments in which we operate.
- Uphold our strong anti-corruption compliance program because we recognize the adverse consequences bribery can have on communities.
- Require our security providers, where we receive armed protection, to follow standards based on the Voluntary Principles on Security and Human Rights.
- Conduct due diligence where appropriate, engage with our stakeholders, and communicate our expectations to business partners.
- Implement and enforce this policy and the code of conduct, with disciplinary action (including dismissal) if required.

We are committed to responding promptly and appropriately to human rights concerns in our operations. If you have questions or concerns about our compliance with this Human Rights Statement or the activities of our business partners, please contact us – [cco@enscorowan.com](mailto:cco@enscorowan.com) or at [www.enscorowan.com/responsible](http://www.enscorowan.com/responsible). We prohibit all forms of retaliation against people who report concerns in good faith.