

## **CDE DIVERSITY POLICY**

### ***Diversity and Inclusion in CDE***

CDE recognises its talented and diverse workforce as a key competitive advantage. CDE is committed to seeking out and retaining the best human talent to meet challenges and generate sustainable business growth and performance.

CDE believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment, where all our people are valued for their contributions, accepted for who they are, and can develop a meaningful career free from discrimination in a trusted environment.

Diversity management benefits individuals, teams, our company as a whole, and our customers. We recognise that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the company in all that we do.

### ***Equal opportunity and non-discrimination***

CDE does not tolerate discrimination against any employee or job applicant based on that individual's gender, age, ethnicity, religion, sexual orientation, religion, socioeconomic background, disability or any other attributes protected by national or international law. Our policy applies to all aspects of employment, including hiring, transfer, promotion, compensation and termination.

We have clear reporting procedures for any type of discrimination or harassment combined with follow-up procedures to prevent future incidents.

### ***Recruitment***

As an international company, CDE recruits' personnel based on qualifications. We believe that our employees from different cultural, linguistic and national backgrounds provide us with valuable knowledge for understanding complex international markets.

CDE rewards excellence and all employees are promoted on the basis of their performance. All managers must ensure that employees are treated fairly and evaluated objectively.

CDE provides a safe and pleasant environment for our employees.

Frank Tollefsen

CEO/ President, COSL Drilling Europe AS

Stavanger 30.04.2021.