



## CDE SUSTAINABILITY POLICY

CDEs Sustainability Policy defines the Company's overall ambitions in sustainability and serves as a broad framework for all our business processes and decision making.

Our sustainability efforts are founded in our Company Values: Honesty, Motivation and Cooperation, which remain the core principles in everything we do. We follow the United Nations Sustainable Development Goals which gives focus to how we work with sustainability.

This sustainability policy is further supported by more specific policies within other areas of day-to-day operations:

- Code of Business Conduct
- Corporate Social Responsibility Policy
- QHSE Policy
- Low Emission & Energy Policy
- Corporate Major Accident Prevention Policy
- Drug & Alcohol Policy
- Competence Assurance System Policy
- Cyber Security Policy
- Equipment Management Policy
- Anti-Facilitation of Tax Evasion Policy
- GDPR - Privacy Policy for Employees
- Anti-Slavery Policy
- Anti-Bribery and Corruption Policy
- Diversity Policy

Within CDE we separate between three strategic sustainability objectives:

### People

The personnel are our most precious resource and ensuring both the health and safety of everyone is our primary focus. We aspire to continuously developing our management system, our organisational competence and company culture with the objective of maintaining the highest safety standards.

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.

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.

### Energy & Climate

CDE belongs in the Oil and Gas business segment, and we believe that we have an important role in taking action to shape a sustainable energy future. This includes actively minimising the carbon intensity of our business as well as the activities of our customers and our supply chain. We will utilise our technical expertise and assets to continuously improve our methods of combatting climate change.

Our objective is to reduce our carbon footprint through implementation of technical, operational and organisational measures to lower emission and increase energy efficiency. We are monitoring all our consumers and have adjusted our operational philosophies and guidelines to optimise energy performance without compromising on safety.

We are actively working to protect the marine environment through contained rig design to avoid spills, processes for waste minimisation and supply chain focus, and procedures and competence to ensure safe chemical handling.

CDE is ISO 14001 and ISO 50001 certified by DNV.

### Business

CDE upholds high standards of business ethics in line with our Code of Business Conduct during our interaction with customers, suppliers, authorities and others. Our business ethics is also founded in our non-compromising stance on adherence with human and labour rights and our aim to ensure compliance across all business activities including the elimination of corruption.

The overall ambition within the financial and business area is to achieve long-term business sustainability by striving for a stable and profitable progress over time. Conducting business responsibly includes protecting people and minimising adverse effects of operations and to the environment and society.

To get there, CDE needs to provide a competitive, professional and value-adding service delivery based on consistently improving our performance and delivery. This creates strong demand for our services and long-lasting customer collaborations. High focus on results is important, as well as compliance with applicable regulations, contractual requirements and application of good business practice.

We want good collaboration with our suppliers, supported by mutually beneficial frame agreements securing that we can work together to provide the best possible delivery to our customers while supporting the move towards a low-carbon society.



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