



Equal Opportunity Policy

This policy presents behavioural issues expected from all personnel, being fundamental for long-term and continuous success of our business.

It is the REM policy to:

- Urge everyone to focus on integrity, honesty, reliability, tolerance and respect for each other, and that no one is subject to harassment or discrimination.
- Prohibit any form of harassment in any company workplace.
- Promote equal employment opportunities
- Prohibit unlawful harassment based on race, colour, sex, religion, national origin, citizenship status, age, physical or mental disability, as well as any other form of harassment.

REM does not accept any form of slavery nor human trafficking within any REM companies or among sub-contractors.

The objective of this policy is to provide a work environment that fosters mutual employee respect, equal opportunities and working relationships free of harassment.

No retaliation will be taken against any employee because he or she reports a problem concerning possible acts of harassment.

Employees can raise concerns anonymously and make reports without fear of reprisal to "Designated Person Ashore" at dpa@remoffshore.no

A handwritten signature in blue ink, appearing to read 'Fredrik Remøy', is written over a horizontal line.

Fredrik Remøy
Chief Executive Officer

Date: 01.08.2018