

Sustainability Policy

At Maersk Drilling, we are committed to conducting our operations while protecting people and the environment. We aim to maintain a strong performance within Health, Safety, Security and Environment (HSSE), display good corporate citizenship, contribute to sustainable development and earn the confidence of employees, customers, shareholders and society at large.

Our approach to Sustainability reflects our core values; 'Constant Care', 'Humbleness', 'Uprightness', 'Our Employees' and 'Our Name'. These values are part of our heritage, and remain our guiding principles in everything we do.

This Sustainability Policy governs Maersk Drilling's approach to societal impact and confirms our commitment to the ten principles of the UN Global Compact, the Universal Declaration on Human Rights, and the Fundamental Labour Conventions of the International Labour Organization (ILO). The UN Sustainable Development Goals inform the way we work with sustainability, and our Sustainability Policy is supported by a number of subject-specific policies, which guide us in our daily operations.

Safety

The safety of our people is, and will always be, our number one priority. A strong safety culture permeates everything we do, and our ambition to reach zero serious incidents drives our collective efforts every day. Safety is our foundation for delivering the operational excellence that Maersk Drilling is known for. We endeavour to develop governance structures, organisational competence, capacity and a leadership culture that promotes the objective of maintaining the highest safety standards. Our work with safety is amongst other anchored in our 'Safety as Capacity Strategy', 'Corporate Major Accident Prevention Policy', and our fundamental operational mandate 'Authorised to Say Stop'.

Climate and Environment

At Maersk Drilling, we are committed to protecting the environment and reducing any negative impacts on climate and environment resulting from our operations. Our Corporate Major Accident Prevention Policy is the cornerstone of our work with environmental safety and seeks to reduce the risk of major accidents and to comply with all relevant environmental legislations. We are working systematically towards achieving our ambition of zero release of hazardous materials and to contribute to a more fuel efficient oil and gas production. We support the transition to a low carbon economy set forth in the Paris agreement, and wish to contribute to this transition by ensuring that drilling activities are carried out while continuously trying to reduce the negative impact on people and the environment.

Our People and Human Rights

Maersk Drilling is committed to fostering a work environment and company culture characterised by trust and respect. We believe in developing our employees and providing opportunities for healthy personal and professional growth for everyone employed.

As a global company, we are committed to respecting human rights, including the principles set forth in the International Declaration of Human Rights and the Fundamental Labour Conventions of the ILO. We are committed to abiding by and advancing those principles in our overall strategy, our company culture and our daily operations.

Our commitment to human rights goes beyond Maersk Drilling's own employees, and also includes our contractors and other people operating on our rigs and in our supply chain. We recognise the importance of maintaining and promoting fundamental human rights, and we strictly oppose any use of forced labour, human trafficking and child labour.

We work to create a diverse and inclusive organisation. We do not tolerate discrimination against any employee or job applicant based on that individual's race, colour, religion, gender, sexual orientation, national origin, age, disability, or any other attribute protected by national or international law.

Local Content

It is at the core of Maersk Drilling's values to contribute to economic and social development, develop local employees, and transfer knowledge in the communities in which we operate. In order for an operation to be a success, it has to be mutually beneficial to both the operator, the country where we operate, and Maersk Drilling. For this reason, we highly emphasise our local content programmes in our operations, focusing on employment, procurement, local investments and community engagement. Our overall ambition is to move beyond compliance with local content requirements, and to increase shared value by proactively engaging with stakeholders.

Working with local employment is a natural part of our value set, growth ambitions and way of working. We invest in education and training of our local employees and contractors, and we take active part in building the skills base in growth markets through education. We prioritise a good working relationship with local business and believe it makes it easier to run a safe and efficient operation with zero down time. We aim to procure locally whenever possible, and always in line with our Responsible Procurement programme and our Third party Code of Conduct.

Responsible Business

Maersk Drilling is committed to always act in an upright manner when dealing with customers, our suppliers, government representatives and all other third parties, and we are committed to ensure our employees, assets, operations and anyone physically present at a Maersk Drilling facility are safe and secure. Our commitment to responsible business conduct is specified in our Code of Conduct, and we expect all our employees to share our commitment towards anti-corruption and responsible business practice. Maersk Drilling is committed to only enter into business with suppliers that live up to our high standards with regards to business ethics, human rights, working and employment conditions, and environmental considerations in line with our Third Party Code of Conduct and our Responsible Procurement program.

Approved by the Board of Directors of The Drilling Company of 1972 A/S on 2 April 2019.