

PURPOSE

PGS ASA and its subsidiaries (“PGS”) is committed to providing a positive, inclusive, and sustainable working environment based on equality, respect, and diversity. The purpose of this Standard is to facilitate Responsible Business Conduct, Equality, Inclusion and Diversity in our work force.

This Standard is mandated by the People Policy. We shall:

REQUIREMENTS

Responsible Business Conduct

- Neither employ children younger than 15 years or persons younger than 18 years for hazardous work nor use forced or compulsory labor or engage in any form of modern slavery or human trafficking (including employing full or part time or contacting hired labor exacted under the threat of penalty and for which the person has not offered himself or herself voluntarily)
- Ensure actual pay of decent wages meeting minimum local standards and not use wage deduction as a disciplinary measure, where required overtime shall be paid at a premium or higher rate.
- Ensure decent working conditions that meet minimum local standards; and facilitate that working hours in general do not exceed internationally recognized maximum standards of 48 regular hours of work per week, a rest period of at least 24 hours every seven days and maximum of 12 hours of voluntary overtime per week, whilst noting different rotations for offshore work as being in compliance with union agreements and minimum local standards; that overtime is voluntarily; and that both hired labor and permanent employees are offered vacation time, leave and holidays, all in accordance with applicable law
- As required by applicable law, ensure that our employees are given a written employment contract setting out all required employment conditions in a language understandable to the employee and that they are given access to effective grievance mechanisms. In jurisdictions where employment contracts are not required, PGS shall ensure that all hired labor and permanent employees are provided a written offer or similar document with all the employment conditions in a language understandable to the employee and that they are given access to effective grievance mechanisms

Equality

- Treat everyone with fairness, respect, and dignity in all aspects of employment (including recruitment, training, promotion, remuneration, work assignments, hours of work and rest), facilitate a working environment free from discrimination, and not discriminate based on political conviction, religious belief, age, gender, sexual orientation, family status, disability, race, color, nationality, ethnic origin, social origin, or any other basis prohibited by law
- Recruit, promote and develop individuals based on their qualifications, value and potential
- Provide attractive and fair compensation and benefit packages that support our overall employee value proposition

Diversity & Inclusion

- Strive to provide autonomy and a sense of purpose and belonging within the greater PGS
- In reaching for mastery, promote and encourage learning and development
- Aspire to create an environment in which individual differences and contributions of all team members are recognized and valued
- Ensure employees understand their roles and have proper definition of performance/development goals with manager follow-up
- Not tolerate any form of harassment and abusive behavior that creates an intimidating, hostile, or offensive work environment or any degrading treatment or sexually offensive behavior
- Recognize and support freedom of opinion and association and recognize PGS employees' rights to collective bargaining, and if there are legal restrictions under applicable laws, acknowledge that employees will have the right to influence their work situation
- Promote reporting of inappropriate situations and suspected violations of laws, regulations, PGS policies, or other ethical concerns, and not tolerate any intimidation or retaliation against anyone making such a report
- Foster and support diversity in our work force
- Ensure diversity is an important parameter in recruitment and development

PROCEDURES

Our procedures, including *Compliance Hotline Reporting and Investigation Procedure*, further details PGS' requirements to facilitate Responsible Business Conduct, Equality, Inclusion and Diversity within PGS.