



Equal Employment Opportunity and Affirmative Action Policy Statement

This Policy Statement applies to ENSCO, Inc. and its U.S. subsidiaries (the "Company"), and it is expected that each person will actively help to further Equal Employment Opportunity (EEO) principles.

While Equal Employment Opportunity is the law, it is also an acknowledged social obligation and business necessity. The Company is committed to identifying the most capable people we can find and providing them with opportunities to prosper without regard to their race, color, religion, gender, age, national origin, citizenship, sexual orientation, gender identity, marital status, disability, status as a protected veteran, or any other protected characteristic under applicable law. This EEO policy applies to all personnel actions including, but not limited to: recruitment, selection and hiring, training, promotion, transfer, termination, compensation and fringe benefits. The Company will ensure that all employment decisions are based on valid job requirements.

Every manager is responsible for implementing Equal Employment Opportunity and Affirmative Action policies in his or her department. We will vigorously monitor ourselves against specific objectives to measure our progress to achieve full and equal participation of all employees and applicants for employment in the opportunities available at the Company. Where subject to affirmative action plan obligations, our Affirmative Action Plan reaffirms this policy and outlines our reporting and monitoring procedures in detail. To ensure compliance with government laws, procedures, and policy, overall responsibility for Equal Employment Opportunity and Affirmative Action has been given to **Denise Perry**, HR Division Manager in Falls Church (703-321-4648). The plans are located in the Human Resources Department, 3110 Fairview Park Drive, Suite 300, Falls Church, VA 22042. ENSCO's Affirmative Action Plans for Protected Veterans and Individuals with Disabilities are available for review by any applicant or employee during normal business hours.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of the Rehabilitation Act of 1973 (Section 503) and Section 402 of the Vietnam Era Veterans Readjustment Act of 1974 (VEVRAA) as amended by the 2002 Jobs for Veterans Act, or any other federal, state or local law requiring equal opportunity for disabled persons or protected veterans; (3) opposing any act or practice made unlawful by Section 503, VEVRAA or implementing regulations in this part of any other federal, state or local law requiring equal opportunity for disabled persons or protected veterans; or (4) exercising any other right protected by Section 503, VEVRAA or implementing regulations in this part.

It is also our policy to provide a work environment free from all forms of discrimination, including sexual harassment. It is illegal and against Company policy for any employee, male or female, to sexually harass another employee by (a) making unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature a condition of employment, or (b) making submission to or rejection of such conduct the basis for employment decisions, or (c) creating an intimidating, hostile, or offensive working environment by such conduct.

Any employee who believes he or she has been the subject of discrimination or harassment should report the alleged conduct immediately to the EEO Officer or the Vice President of the division. Any supervisor, agent, or other employee who has been found by the Company, after appropriate investigation, to have discriminated or harassed another employee will be subject to disciplinary action which may, depending upon the circumstances, include termination of employment with cause. The Company strictly prohibits any type of retaliation or reprisal against any victim of or witness to discrimination or harassment. Any employee who retaliates against another employee or witness because of a complaint of discrimination or harassment, or because of participation in any investigation, will be subject to discipline, up to and including discharge.

Equal Employment Opportunity and Affirmative Action must be pursued with the same enthusiasm and energy we apply to our other goals and objectives to ensure fair and impartial treatment for all our people.

A handwritten signature in black ink that reads "Boris R. Nejikovsky".

Boris R. Nejikovsky
President
February 2017