



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, religious creed, gender, age, national origin, citizenship, sexual orientation, gender identity and gender expression, sex (including pregnancy, childbirth, and related medical conditions), marital status, ancestry, genetic information, request for family care leave, request for leave for an employee's own serious health condition, request for Pregnancy Disability Leave, retaliation for reporting patient abuse in tax supported institutions, physical disability, mental disability or medical condition, status as a military or veteran status, status as a victim of domestic violence, 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. Our Affirmative Action Plan reaffirms this policy and outlines our reporting and monitoring procedures in detail.

ENSCO complies with the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA), and all applicable laws providing for nondiscrimination in employment against qualified individuals with disabilities. ENSCO will make reasonable accommodations for qualified employees and applicants with disabilities and pregnant employees to the extent required by law. If you need a reasonable accommodation, you should contact **Jamie Thomas**, Benefits Manager, in Springfield (703-321-4625). Jamie will work with the appropriate supervisor to review the request and evaluate possible accommodations.

To ensure compliance with government laws, procedures and policy, overall responsibility for Equal Employment Opportunity and Affirmative Action has been given to **Denise Perry**, Vice President, Human Resources in Springfield (703-321-4648). ENSCO's Affirmative Action Plans for Protected Veterans and Individuals with Disabilities are located in the Human Resources Department, 5400 Port Royal Road, Springfield, VA 22151, and are available for review by any applicant or employee, upon request, during normal business hours.

As part of our continuing commitment to provide equal employment opportunities to all persons, we intend to maintain a place of employment that is free of conduct that can be considered harassment, including hostile, intimidating, or offensive conduct. It is also our policy to provide a work environment free from all forms of discrimination and retaliation. Harassment and other inappropriate conduct that is based on or directed toward someone because of a protected characteristic described above, or any other unlawful basis is against ENSCO's policy and will not be tolerated. For more information, please reference [P036-006 Harassment and Intimidation at Work](#).

Any person who believes that he or she is the victim of any type of unlawful harassment, discrimination or retaliation, or that another ENSCO employee has been the subject of harassment is strongly encouraged to promptly advise any supervisor, manager, Human Resources Representative, or the EEO Officer (703-321-4648). Supervisory employees are required to report any complaint of harassment or discrimination that they receive, or any harassment or discrimination they observe or become aware of to the EEO Officer. All complaints or information about violations of this policy will be investigated, whether that information was reported in verbal or written form. ENSCO will conduct a prompt and thorough investigation of all the circumstances surrounding the alleged incident and will keep the complaint and investigation confidential to the extent possible. All persons involved, including complainants, witnesses and alleged violators will be accorded due process, as outlined in [P036-006 Harassment and Intimidation at Work](#), to protect their rights to a fair and impartial investigation.

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.

Boris R. Nejikovskiy
President
January 2019