



Reaffirmation of Affirmative Action Policies for Protected Veterans and Individuals with Disabilities

NOTICE TO EMPLOYEES and APPLICANTS

ENSCO, Inc. and its U.S. subsidiaries (the "Company") are committed to the concept and practice of equal opportunity and affirmative action. The Company comes under the purview of the Rehabilitation Act of 1973 (Section 503), and Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974 (VEVRAA) as amended by the 2002 Jobs for Veterans Act. In accordance with applicable regulations, the Company has prepared Affirmative Action Policies for the purpose of employment and advancing in employment, qualified persons with disabilities and protected veterans. Specifically, the Company will: recruit, hire, train and promote persons in all job titles, and ensure that all other personnel actions are administered, without regard to disability or disabled veteran, recently separated veteran, other protected veteran or Armed Forces service medal veteran status; and ensure that all employment decisions are based only on valid job requirements.

Further, 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 evaluation, hearing, or any other activity related to the administration of Section 503, VEVRAA or any other federal, state or local law requiring equal opportunity for disabled individuals or protected veterans
3. Opposing any act or practice made unlawful by Section 503, VEVRAA or implementing regulations in this part or any other federal, state or local law requiring equal opportunity for disabled persons or protected veterans
4. Exercising any other right protected by Section 503, VEVRAA or implementing regulations

Denise Perry, Vice President, Human Resources in Springfield (703-321-4648), is assigned responsibility for the implementation and auditing of the Company's Affirmative Action Policies. Denise will institute practices and procedures to assure compliance with the law and regulations governing these programs and establish a monitoring system to advise me of progress. Denise maintains a summary of the Affirmative Action Plans for Protected Veterans and Individuals with Disabilities for review in her office by any employee and applicant, Monday through Friday, between 9 a.m. and 4 p.m. ET. For those employees and applicants outside of Springfield, a summary will be provided upon request.

Any individual covered by these programs who feels that he or she has been discriminated against should contact Denise immediately for resolution of the matter.

It is expected that all supervisory personnel will ensure that their actions are in accordance with the provisions of our Affirmative Action Programs.

Boris R. Nejikovsky
President
January 2019