

Description of gender equality and the duty to promote equality under section 26 of the Equality and Anti-Discrimination Act

Island Drilling Crewing AS - Current Status 2022:

Preconditions: The report on the state of gender equality in the organization is given in anonymized form. The report provides as detailed information about the status of gender equality as possible, while also safeguarding the employees' privacy.

Every year, the following is surveyed and reported:

- *Gender balance overall in the organization (number):*
 - 85 Men, 5 Women (94%/6%)
- *Temporary employees (gender difference in number or percentage):*
 - NA
- *Part-time employees (gender difference in number or percentage):*
 - NA
- *Average number of weeks of parental leave for women and men:*
 - Men 12 weeks, Women not applicable in 2022

At least every other year, the following is surveyed and reported:

- *Wage differences at different levels/groups (women's share of men's in percent):*
 - The company has two levels. Level 1 - Leading employees & Level 2 - Employees.
 - o Level 1 has 26 employees, 0 women, 26 men and (% NA).
 - o Level 2 has 64 employees, women 5 and 59 men (101% of 100%).
- *Total wage difference in the organization (women's share of men's pay in kroner or percent):*
 - The company has 90 employees, 85 Men and 5 Women
 - Women share of men's pay in percent equals 85%
- *Employees who work involuntary part-time (gender difference in number or percentage):* NA

Island Drilling Crewing AS

«Beskrivelse av kjønnslikestilling og aktivitetsplikten etter Likestillings- og diskrimineringsloven § 26»



Internal, not included in report:

The internal survey shows the average salary at different levels (in kroner), but is kept internal as the company only has one rig and one management agreement.

Total Average: xxxx NOK

- Level 1 – Leading Employees: yyyy NOK
- Level 2 – Employees: zzzz NOK

- *How you have put together and defined different levels:*

Levels are categorized based on the relative value and complexity of the different jobs. Jobs with similar levels of responsibility and complexity are grouped together into levels, which are then used to set pay and other employment terms.

- *Whether you have divided agreed salaries, bonuses, allowances, and reimbursements or treated them together*

Regarding agreed salaries, bonuses, allowances, and reimbursements, these are divided up into separate components, based on position and seniority.

- *How you have surveyed involuntary part-time work.*

Hours are logged monthly by each employee and reviewed and approved by manager.

- *How you assess the numbers in relation to previous years, and possible reasons for any differences*

The numbers are assessed on a yearly basis and compared with previous years. As the industry is very volatile the numbers must be compared to the different contract period. From this we can be looking for trends over time. I.e. a change in composition of the workforce, from Norwegian Continental shelf to English Continental shelf will have different cost trends.

How the work on equality and non-discrimination is being carried out:

Island Drilling aims to work after our organization's guidelines, principles, procedures, and standards to promote equality and prevent discrimination, and to prevent harassment, sexual harassment, and gender-based violence. We have a code of conduct that is distributed internally and to our clients and we have a work method to monitor and maintain our code of conduct.

- *How is the work on equality structured? Who participates? In which forums? How often do they meet?*





- The company has established policies, practices, and procedures that promote equality and prevent discrimination, and we have assigned responsibility for overseeing and follow up of these procedures between HR and HQSE
- *How have you worked to identify discrimination risks on different grounds?*
 - The Company train employees on diversity and inclusion: helping employees to recognize and address potential discrimination risks. This include training on unconscious bias, cultural competence, and inclusive communication. The Whistleblowing system put in place is an anonymous and safe way to report wrongdoings and there is weekly review of the reports by Company Management.
 - Seek external feedback: The company also seek feedback from external stakeholders, such as customers and suppliers, to gain a broader perspective on our approach to diversity and inclusion and identify any areas where improvements may be needed.
- *What discrimination risks have you discovered?*
 - There could be discrimination risk between Norwegian and international personnel.
 - There could be discrimination risks between genders.
 - Zero reported whistleblowing cases in 2022.
- *What are the causes of these discrimination risks?*
 - New crew with different approaches to the work can be a cause to discrimination.
 - Communication Challenges
 - Cultural differences
- *What measures have been implemented within the various human resource policy areas?*
 - One standardized recruitment-, introduction- and work plan in English is created.
 - Whistleblowing Reporting System
- *What measures are planned?*
 - Continuously improvement of developed plan and whistleblowing system.
- *What are the results of this work and expectations going forward?*
 - The results are positive as feedback as feedback can be given quickly and fully anonymized and this is monitored weekly.
 - The expectations going forward is that the company will learn about potential challenges on the rig at an early stage and through this be able to mitigate and help the crew creating a good and safe working environment.

Appendix:

Wage Survey 2022:

Wage survey is not shown in the published report due to the privacy of our employees and the direct possibility to identify sensitive information about specific job position. The survey is shown to our auditors.

Whistleblower system:

VARSLING	WHISTLE-BLOWING
<p>En varsler rapporterer om kritikkverdige forhold på arbeidsplassen som utgjør:</p> <ul style="list-style-type: none">➢ Fare for liv, helse, klima eller miljø➢ Kriminalitet; økonomisk eller annen.➢ Myndighetsmisbruk➢ Uforsvarlig arbeidsmiljø➢ Brudd på personopplysnings-sikkerheten➢ Brudd på interne retningslinjer og rutiner➢ Trakassering, mobbing eller diskriminering. <p>Personlig eller anonymt varsel kan sendes til bedriften ved å bruke QR-kode under:</p>	<p>A whistleblower reports matters worthy of criticism in the workplace that impose:</p> <ul style="list-style-type: none">➢ Danger to life, health, climate or environment.➢ Crime; white-collar or other.➢ Authority abuse➢ An unsafe working environment.➢ Breach of the personal data security.➢ Breach of internal guidelines and routines.➢ Harassment, bullying or discrimination. <p>Personal or anonymous report can be sent to the company by using the QR code below:</p>
	
	
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