



## Equal Opportunity and Fair Recruitment Policy

This policy presents behavioural issues expected from all personnel, being fundamental for long-term and continuous success of our business. REM is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion.

The objective of this policy is to provide a work environment built on mutual employee respect, equal opportunities and working relationships free of harassment.

It is the REM policy to:

- Urge everyone to focus on integrity, honesty, reliability, tolerance, and respect for each other, and that no one is subject to bullying, discrimination and physical or verbal harassment.
- Promote equal employment opportunities and fair recruitment process, based on experience, knowledge, skills, and qualification.
- Prohibit any form of bullying and unlawful harassment based on race, colour, sex, religion, national origin, citizenship status, age, sexual orientation, gender identity, physical or mental disability, as well as any other form of harassment in any company workplace.
- Recruit in a way that respects, protects, and fulfils internationally recognized human rights and the applicable national laws, regulations, employment contracts and applicable collective agreements.

REM does not accept any form of modern slavery, human trafficking and forced or child labour within any REM companies or among our sub-contractors and suppliers.

We respect our employees' freedom of association and right to collective bargaining as stated in current applicable law and IMO conventions.

Any employee found to have exhibited any inappropriate conduct or behaviour against others may be subject to disciplinary actions.

No retaliation will be taken against any employee because he or she reports a problem concerning possible acts of discrimination, harassment, and bullying.

Employees can raise concerns anonymously and make reports without fear of reprisal to "Designated Person Ashore" at [dpa@remoffshore.no](mailto:dpa@remoffshore.no)

Lars Conradi Andersen  
Chief Executive Officer

Date: 15.03.2024