



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.

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 harassment, bullying or discrimination.
- Prohibit any form of harassment and bullying in any company workplace.
- Promote equal employment opportunities
- Prohibit unlawful harassment based on race, colour, sex, religion, national origin, citizenship status, age, physical or mental disability, as well as any other form of harassment.

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.

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

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

Employees can raise concerns anonymously and make reports without fear of reprisal to "Designated Person Ashore" at dpa@remoffshore.no

Lars Conradi Andersen
Chief Executive Officer

Date: 01.03.2023