

# SBM OFFSHORE

## HUMAN RIGHTS STANDARDS

SBM Offshore is committed to conducting business in accordance with our commitment to the United Nations' (UN) Guiding Principles for Business and Human Rights (UNGPs), Building Responsibly's Worker Welfare Principles, and SBM Offshore's Code of Conduct. The SBM Offshore Human Rights Standards below summarize and set out the principles that we expect to be upheld by our employees, contracted workers, suppliers of any tier and business partners ("People") wherever in the world we operate. These standards reflect international best practice and internationally recognized Human Rights legislation, including UN and International Labour Organization (ILO) Conventions. We acknowledge that our Human Rights efforts will continuously evolve as we mature, and we commit to share our Human Rights Standards with our People.

### 1) PEOPLE ARE TREATED WITH DIGNITY, RESPECT, AND FAIRNESS

a) People, irrespective of their nationality, gender, ethnicity, social and legal status, race, religion, or other protected status, are treated with dignity, respect, and fairness, and are not subject to harassment, discrimination, abuse, or inhuman or degrading treatment.

### 2) PEOPLE ARE FREE FROM ANY FORM OF MODERN SLAVERY

a) People shall be employed through ethical and legal means, such employment shall be free from discrimination and all forms of involuntary labor slavery, and human trafficking. People's right to freedom of movement shall be respected and people shall have access to passports and personal documentation at all times.

b) Recruitment practices are ethical, legal, voluntary, free from discrimination and responsible, including without limitation a commitment not to use prison labor or recruitment fees and a commitment to provide transparent conditions of employment for people.

### 3) CHILD LABOR SHALL NOT BE TOLERATED

a) The use or support of child labor is strictly prohibited and suitable protection shall be afforded to young people at all times.

### 4) WORKING AND LIVING CONDITIONS ARE SAFE, HEALTHY, CLEAN, AND HABITABLE

a) People have a safe and healthy work environment, subject to a robust health and safety management system that is in line with our HSSE policy.

b) People, when provided with accommodation whilst working, have living conditions that are safe, clean, hygienic and habitable.

### 5) PEOPLE ARE PROVIDED WITH A LIVING WAGE

a) People are paid a fair wage that is in line with legal standards or industry benchmarks sufficient to meet their basic needs and provide for some discretionary income.

b) Benefits and allowances granted to people under applicable labor laws shall not be avoided through the casualization of labor.

### 6) UNFAIR AND UNREASONABLE WORKING HOURS SHALL NOT BE IMPOSED ON PEOPLE.

a) At a minimum, working hours should not go beyond a level that puts people's health and safety at risk.

b) Working hours comply with applicable laws, collective bargaining agreements (where applicable) and industry standards on working hours and public holidays.

### 7) PEOPLE'S RIGHT TO FREEDOM OF ASSOCIATION, ASSEMBLY AND COLLECTIVE BARGAINING WILL BE RESPECTED, IN ACCORDANCE WITH LOCAL LAW.

a) People representatives are not discriminated against and have the access needed to carry out their representative functions in the workplace.

### 8) PEOPLE ARE PROVIDED ACCESS TO GRIEVANCE MECHANISMS AND REMEDY

a) People have and are aware of, the means to speak up and/or report grievances without fear of retaliation, retribution, or dismissal, and to have them addressed in a prompt and fair manner.

b) Where adverse impacts to people are identified, measures will be put in place to prevent, mitigate or, if required, remedy these impacts.

