

Diversity and Inclusion Policy

Diversity and Inclusion in Maersk Drilling

In Maersk Drilling, we see diversity is an integral part of our culture that enables us to solve difficult challenges through variety of problem solving. To us, this is a prerequisite to winning as a business.

Diversity and Inclusion generates value for customers and engagement for our people

Maersk Drilling is a people business, and diversity and inclusion is a key focus area of our Sustainability Strategy. We want to uphold a supportive and productive working environment, where all our people are valued for their contributions, accepted for who they are, and can develop a meaningful career free from discrimination in a trusted environment.

We are committed to creating a diverse and inclusive workplace

In an industry facing transformation, it is imperative to effectively attract, develop, and retain the best talent. Maersk Drilling is actively focusing on tapping into a wider, diverse talent pool to meet challenges and generate sustainable value.

Equal opportunity and non-discrimination

Maersk Drilling does not tolerate discrimination against any employee or job applicant based on that individual's gender, age, ethnicity, religion, sexual orientation, religion, socioeconomic background, disability or any other attributes protected by national or international law. Our policy applies to all aspects of employment, including hiring, transfer, promotion, compensation and termination.

Diversity in the Executive Leadership Team and Board of Directors

Maersk Drilling has an ambition of diverse representation in terms of gender, nationality, international experience and age on the Executive Leadership Team, and the Board of Directors. The Board of Directors intends to maintain an equal gender distribution and have at least 1/3 of its members be non-Danish citizens.

Keep up with our progress and initiatives

In Maersk Drilling, we continuously work to foster diversity and inclusion. We do this through ensuring access to equal opportunities and investing in continuous awareness and capability building on inclusion and equity. The specific initiatives to support our diversity and inclusion plan are described in Maersk Drilling's Annual Sustainability Report.

This Diversity & Inclusion Policy has been adopted by the Executive Management of The Drilling Company of 1972 A/S and approved by the Board of Directors on 11 February 2021.