



D I A M O N D
O F F S H O R E

HUMAN RIGHTS POLICY

PURPOSE

This Human Rights Policy (this “Policy”) establishes the commitment of Diamond Offshore Drilling, Inc. and its subsidiaries (the “Company” or “we”) to the support and respect of the protection of universal human rights. We acknowledge and believe it is our responsibility to respect human rights. This fundamental right is embodied in the standards by which the Company conducts business and evidenced in the Company’s culture. In the countries and communities where we conduct business, we are committed to compliance with applicable international and local laws. In instances where local law conflicts with the principles of this Policy, the Company will comply with local requirements while seeking ways to uphold the principles of this Policy.

We support and recognize the international human rights principles encompassed by The Universal Declaration of Human Rights, the International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights and the International Finance Corporation’s Performance Standards.

This Human Rights Policy applies globally to all directors, officers, employees, agents, suppliers and contractors of the Company.

PRINCIPLES

Child Labor

We conform with the ILO’s child labor and minimum age conventions. If local law forbids employing personnel under the age of eighteen (18), we will abide by the local law, without exceptions. However, nothing in this paragraph prohibits the Company from offering student internships and educational training opportunities.

Prior to and as a condition of employment, prospective employees are required to furnish satisfactory proof of age and citizenship or legal authorization to work.

Diversity, Inclusion and Equal Opportunity

We are committed to providing a workplace which respects the diversity of the communities in which we operate. We strive for our corporate culture to reflect an appreciation of diverse experiences, beliefs and perspectives. The Company believes in the fair and equal treatment of employees and the avoidance of discrimination in all employment-related decisions. As such, we recognize the importance of fostering a culture of inclusion and equity. No employee or applicant for employment will be discriminated against because of a protected trait or status, such as race, color, creed, religion, sex, sexual orientation, gender, gender identity or expression, citizenship, marital status, pregnancy, genetic information, national origin, age, disability, uniformed service, veteran status, or any other status protected under applicable state or local law.

Women’s Rights

The Company is committed to women’s rights and believes in fostering the progression of opportunities for women within the Company. We are committed to maintaining an environment anchored in equality, diversity and inclusion. Diamond strictly prohibits, and seeks to ensure the absence of, discrimination and sexual harassment against women.

Fair Wages/Compensation

We seek to provide our employees with compensation competitive within the industry and local labor market. The Company aims to comply with all local labor laws regarding employee work hours, wages, overtime, and benefits. Work hour requirements are dictated by local laws and applicable collective bargaining agreements.

Forced Labor and Human Trafficking

The Company strictly prohibits forced labor, debt bondage, human trafficking and any other form of modern slavery. Our employees are free of any restrictions on their movement or access to basic liberties. Fees may not be collected, and employee identification documents may not be retained by the Company as a condition of employment. Employees are entitled to resign from employment in accordance with their governing employment terms and conditions or local contract.

Humane Treatment

We strictly prohibit the harsh or inhumane treatment by or against our employees and contractors, and the employees and contractors of our clients, suppliers and agents. Such prohibited behavior includes, but is not limited to, sexual harassment, sexual abuse, verbal abuse, corporal punishment and mental or physical coercion. The Company is committed to providing a work environment of open communication between employees and management. Employees should feel comfortable openly discussing working conditions without the fear of reprisal, intimidation or harassment.

Freedom of Association and Collective Bargaining

The Company respects the right of its employees to freely choose whether to participate in labor unions, seek representation or collectively bargain in accordance with applicable local laws. Such a decision may be exercised without fear of intimidation, harassment or termination of employment.

Health & Safety

The health and safety of our employees is of fundamental importance to the Company. Our goal is to provide our employees with a safe, healthy and productive work environment and comply with applicable health and safety laws and regulations and internal requirements. To accomplish this goal, we pledge to "Honor Safety. Protect All." This pledge applies to every task we undertake on behalf of the Company.

POLICY IMPLEMENTATION

We will implement this Policy by providing training and awareness to employees and ensuring policy integration into our business practices. Additionally, this Policy will undergo reviews, updates and periodic audits to monitor the progress of our efforts.

Reporting

Any person wishing to report actual or suspected violations of this Policy, including a confidential or anonymous complaint, may contact the Company's Confidential Reporting Hotline Through the following means:

Phone: (800) 461-9330.

If dialing internationally, enter the toll-free number assigned to the country from where the call is being placed using the attached list.

Text: (281) 688-1293 (available in North America only)

Online: Diamond Offshore Reporting Hotline (doreportline.com)

Consequences for non-compliance

An employee's failure to comply with this Policy, or engagement in any retaliatory behavior for another employee or person making a good faith report under this Policy, may result in disciplinary action up to and including termination of employment when permitted by law. If appropriate, the Company may also report any misconduct to the proper authorities, subjecting those involved to civil and/or criminal penalties. We also reserve the right to terminate commercial relationships and withhold the approval of potential suppliers, contractors and agents.

Nothing contained in this Policy is intended to create, or should be construed as creating, any responsibilities, duties or liability of the Company or any directors, officers or employees of the Company, except to the extent otherwise provided under applicable laws.

This Human Rights Policy was duly adopted by Diamond Offshore Drilling, Inc. as of March 27, 2023.



David L. Roland
Senior Vice President, General Counsel and Secretary
Diamond Offshore Drilling, Inc.