

Bourbon Offshore DNT is committed to supporting the principles of diversity and inclusion to guarantee gender equality, enhance diversity and support female empowerment, through its Management System compliant with UNI/PdR 125:2022, the Human Resources Policy, the Bourbon Code of Conduct and the Employee Wellbeing Directive, which set the values that the company intends to promote and the objectives it intends to achieve.

DNT in agreement with its Steering Committee that was formed on purpose, sets the objective of significantly reducing, and possibly preventing and eliminating, the occurrence of any discriminatory event both in the workplace and private life. DNT pays particular attention to the fulfilment of activities and projects aimed at improving inclusiveness and equal opportunities in the workplace, as well as respecting the work-life balance.

Bourbon Offshore DNT is committed to:

- Sensitizing all personnel, starting from executives, on issues related to gender equality and corporate well-being, encouraging workers to develop inclusive and respectful behaviors.
- Creating a working environment that promotes diversity and preserves workers' psycho-physical well-being.
- Consulting and involving all personnel, while promoting the freedom of expressing opinions and suggestions which encourage continuous improvement.
- Respecting equal opportunities related to accessing and keeping job positions and responsibilities, in accordance with the general terms and conditions.
- Ensuring safety in the workplace, paying particular attention to harassment and mobbing incidents, preventing all forms of physical, verbal and digital abuse.
- Promoting balance between private and work life by offering flexible working hours and, for those who apply, part-time contracts.
- Ensuring that meetings schedules are compatible with the work-life balance.
- Ensuring that meetings can be attended also by workers with a part-time contract, with a flexible or discontinuous contract, or any type of employment contract.
- Ensuring that any worker who returns from maternity, paternity and/or parental leave is able to preserve her/his working conditions, while receiving, in addition, specific support within parenting activities.
- internal and external responsible communication, avoiding gender stereotypes and using language that respects gender differences.

For the development and promotion of equal opportunities matters, the Management:

- Is committed to providing the entire organization with adequate resources and assigning the necessary responsibilities, while also implementing the prevention and control measures for the organizational efficiency.
- Is committed to actively promoting and directing all activities that have an influence on equal opportunities matters.
- Reminds that goal achievement requires the participation of all personnel, therefore every worker within his/her roles and responsibilities.
- Is committed to communicating and supporting this Policy also through adequate and constant training and information of all personnel.

This policy shall be:

- reconfirmed or updated at least annually and/or during the periodic review or when a revision is required by any events, changes and/or results of monitoring/checks;
- shared with personnel via e-mail and onto the Company noticeboard;
- published onto DNT website.



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