

# Equal Employment Opportunity

The DOF Group is committed to being an equal opportunity employer. This means all business units within the Group will select and appoint the most suitable person for a position according to their skills, qualifications and aptitudes.

## The DOF Group shall:

- Employ persons on a non-racial discriminatory basis;
- Consider employment of people regardless of age, sex, race, political, religious or sexual orientation/preference, or national origin;
- Employ persons with disabilities provided they are able to safely conduct the task in a competent manner and any changes to accommodation requirements are reasonable and do not create an undue hardship on the operation of our business;
- Embrace practices consistent with the ILO conventions and prohibit any use of forced or child labour;
- Recognise and respect employees' rights to freely associate, organise and bargain collectively in accordance with the laws of the country in which they are employed;
- Comply with working hour requirements as established by local law;
- Pay wages in-full and on time using national legal standards or industry benchmarks as a minimum requirement.

## Responsibility and application

**The Chief Executive Officer of the DOF Group** is accountable to the Board of Directors for ensuring that this policy is implemented.

**Management at all organisational levels within the DOF Group** is responsible for ensuring the success of the Policy through the provision and availability of the necessary resources.

**All DOF Group employees and subcontractors** have an individual responsibility to ensure that they and their colleagues co-operate with the Group to achieve its quality objectives.

**This policy applies to all DOF business units and operations.**



Mons S. Aase  
Chief Executive Officer