



Maersk Oil Houston Inc.
2500 City West Blvd.
Suite 100
Houston
Texas

www.maerskoil.com

Equal Employment Opportunity

Policy Statement

It is Maersk's Oil Houston policy to provide equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, national origin, age, disability or status as a Vietnam-era or special disabled veteran in accordance with applicable federal and state laws. Maersk also fully supports affirmative action for minorities and women, the handicapped and Vietnam-era and special disabled persons.

In addition, Maersk Oil Houston complies with all applicable state and local laws governing non-discrimination in employment in every location in which we have facilities. This policy applies to all terms and conditions of employment, including but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, training and other employee programs.

Maersk will make reasonable accommodations in the employment of qualified individuals with disabilities where such accommodation does not create an undue hardship to the Company.

Maersk Oil Houston expressly prohibits any form of unlawful discrimination or employee harassment based on race, color, religion, gender, sexual orientation, national origin, age, disability, or status of a Vietnam-era or special disabled person. Improper interference with the ability of the Company's employees to perform their expected job duties will not be tolerated.

Complaint Procedure

Any employee who believes that he or she has been discriminated against in any of the terms and conditions of employment, or has experienced job-related harassment based on his or her race, color, religion, gender, sexual orientation, national origin, age, disability or Vietnam-era status should advise management of the incident immediately.

Employees should report the incident to the Human Resources Department; the matter will be investigated and appropriate action will be taken.

Kind Regards,

A handwritten signature in black ink, appearing to read "Bruce Laws".

Bruce Laws
President, Maersk Oil Houston

Date: 06 January 2015

Page: 1/1