

Equal Opportunities Policy

It is the Policy of Bower Offshore to treat all employees and job applicants fairly and equally regardless of nationality, ethnicity, race, colour, gender, age, religion and belief, marital status, social origin, property, birth, physical disability, health status, pregnancy status, political or other opinion, union membership or sexual and gender orientation with regard to hiring, remuneration, promotion, professional training, working conditions and any other aspect of employment.

Furthermore, Bower Offshore will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the above grounds.

The Organization is committed to the implementation of this policy to ensure that the policy is, and continues to be, fully effective. All employees are required to comply with the policy and to act in accordance with its objectives in order to remove any barriers to equal opportunities.

Any act of discrimination by employees or any failure to comply with the terms of the policy will result in disciplinary action. No physical, sexual or psychological harassment, humiliation or abuse is tolerated as set out in POL-ALL-01-1010 Anti-Harassment Policy.

This policy is subject to annual review during Management meeting and in view of changing legal requirements, stakeholder's expectations and company's operations.

This policy is to be displayed on all Bower Offshore vessels, marine operations and in shore-based locations and confirms our commitment towards equal opportunities.

Responsibility and accountability

The Chief Executive Officer is obliged to enact this policy under the directive of the Board of Directors

Management at all levels is obligated to secure the success of the Policy by ensuring the necessary resources are both supplied and readily available at all levels of the organization.

This policy applies to all Bower Offshore units and is to be displayed on all vessels and shore facilities under the management of Bower Offshore.



Karl-Johan Bakken
Chief Executive Officer