OUR COMMITMENT TO RESPECT PUBLIC STATEMENT

MOG-B-HRM-POL-023c
Rev 01

OUR COMMITMENT TO RESPECT

At C-Kore, a Motive Offshore Group company ("the Company"), we are committed to creating and maintaining an environment where everyone is treated with dignity, fairness and respect.

We believe that a professional, inclusive and respectful culture is fundamental to the safety, wellbeing and success of our people and our business. We are committed to providing a working environment that is free from bullying, harassment, sexual harassment, discrimination, victimisation, intimidation and any other form of unacceptable behaviour.

Our expectations apply to everyone working for, with or on behalf of the Company, including employees, agency workers, contractors, subcontractors, consultants, customers, suppliers and visitors.

These standards apply across all work-related activities, including our offices, workshops, manufacturing facilities, warehouses, offshore locations, vessels, customer and supplier premises, business travel, Company-arranged accommodation, conferences, exhibitions, networking events, training events, Company social functions, remote working and all work-related communications, regardless of location or method of communication.

We expect everyone representing the Company to behave professionally, courteously and respectfully at all times. Equally, we expect all customers, suppliers, contractors, visitors and other third parties to treat our employees, workers and representatives with the same dignity and respect they are entitled to receive.

We do not tolerate bullying, harassment, sexual harassment, discrimination, victimisation or any other inappropriate behaviour by or towards anyone working for, with or on behalf of the Company.

Where behaviour falls below these standards, the Company will take appropriate action to protect those affected and address the matter appropriately. Depending on the circumstances, this may include investigating concerns, taking disciplinary action, removing individuals from the workplace, escalating concerns to a third-party organisation or reviewing commercial relationships where appropriate.

RAISING A CONCERN

If you experience, witness or become aware of behaviour that falls below these standards, we encourage you to raise your concern as soon as possible.

Employees and workers should report concerns using the Company's established reporting arrangements, including their Line Manager, Human Resources or the Company's Speak Up reporting channels.

Customers, suppliers, contractors, visitors and other third parties who wish to raise a concern regarding the conduct of a Company employee or representative are encouraged to contact their usual Company representative or our Human Resources team at hr@motive-offshore.com.

All concerns will be treated seriously, handled sensitively and, where appropriate, investigated in accordance with the Company's policies and procedures. Wherever possible, information will be handled confidentially and shared only where necessary to investigate the concern or where required by law.

The Company will not tolerate retaliation against any person who raises a genuine concern or participates in an investigation in good faith.

Dave Acton
Chief Executive Officer
July 2026