

## EQUAL EMPLOYMENT OPPORTUNITY

It has been and remains the policy of McDermott to afford equal employment opportunity to all persons without regard to age, citizenship, color, disability, gender, gender identity, familial or marital status, national origin, race, religious creed or religion, sexual orientation, genetic information, veteran status, disabled veteran status, or any other status protected under applicable law, with respect to all personnel actions, including but not limited to: hiring, upgrading or promotion, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship; and in all other matters concerning the treatment of applicants and employees. This policy must be made known to and followed by all of our management and supervisory employees and applies equally at every office, warehouse, plant, vessel and field construction site in the United States.

We expect our employees to respect the employment rights of others so that there shall be no harassment, discrimination or retaliation in the conduct of our business.

McDermott will provide reasonable accommodation to any employee with a known disability who is otherwise qualified to perform the essential functions of his or her job. If you believe you need a reasonable accommodation, you must contact and advise Human Resources of the issue so that an interactive dialogue can begin on the subject of the proposed accommodation. Each request for a reasonable accommodation due to a disability will be evaluated on a case-by-case basis. No employee will be retaliated against because he or she requests a reasonable accommodation because of a disability.

McDermott also maintains affirmative action programs to implement our equal employment opportunity policy. Employees or applicants who wish to review appropriate portions of these programs should contact our EEO & Affirmative Action Manager, Dana Lake-Streams at 832-513-2844.

McDermott will continue to comply with all applicable equal employment opportunity laws and regulations.

A handwritten signature in blue ink, appearing to read "D. Dickson". The signature is written in a cursive style and is positioned above a horizontal line.

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David Dickson  
President & Chief Executive Officer