

Modern Slavery and Human Trafficking Statement (2023)

Introduction

This Modern Slavery and Human Trafficking statement, prepared with reference to section 54(1) of the Modern Slavery Act 2015 in relation to the financial year ending 31 December 2023, outlines the steps taken by Borr Drilling to assess the risks of modern slavery or human trafficking posed by our operations and supply chain processes and procedures.

Complying with applicable laws and regulations as we conduct our worldwide operations is a fundamental element of Borr Drilling's commitment to having and maintaining a reputation for honesty, integrity and high ethical standards.

About Borr Drilling

Borr Drilling is an international drilling contractor incorporated in Bermuda, with its Headquarters in London. Its shares are listed on the Oslo and New York Stock Exchanges. It owns and operates shallow-water jack-up rigs of modern and high-specification designs providing drilling services to the oil and gas exploration and production industry worldwide. Borr Drilling's strategy is to establish itself as the preferred provider of drilling services in hydrocarbon basins around the world.

Borr Drilling operates across four regions – Europe & Africa, Middle East, Asia and Mexico. By the end of 2023, we had up to twenty-two rigs operating in eleven countries; Europe & Africa (UK, Netherlands, Congo and Gabon), Middle East (Qatar, Saudi Arabia and UAE), Asia (Thailand, Brunei and Malaysia) and Mexico. In addition, we have a presence in Singapore, managing the delivery of our remaining newbuild rigs.

Commitment to no Modern Slavery and Human Trafficking

Borr Drilling does not tolerate Modern Slavery or Human Trafficking in its operations or in its supply chain. This includes forced labour, bonded labour, prison labour or harsh disciplinary measures.

Borr Drilling carries out its operations in accordance with internationally recognised human rights standards and labour laws. Borr Drilling recognizes Human Rights as established in the Universal Declaration on Human Rights and recognizes labour rights set out in the International Labour Organisation's (ILO) conventions.

In 2018, Borr Drilling established an *Against Modern Slavery and Human Trafficking Procedure*, which is endorsed by our CEO. It outlines the framework we have in place to seek to ensure that no Modern Slavery or Human Trafficking occurs within the organization, including in its supply chain.

Risk Evaluation and Due Diligence Processes

Within Borr Drilling

Borr Drilling's workforce consists of directly employed personnel and contract personnel employed through crewing agencies. The majority of our employees work on our offshore installations. Offshore drilling is a highly regulated industry and subject to government oversight and inspections and for this reason it is considered that there is a very low risk that Borr Drilling personnel are victims of Modern Slavery or Human Trafficking.

Our Grievance/Whistleblower procedure includes an independent managed telephone service that any employee or third party can utilise to notify, in confidence, any concerns regarding Modern Slavery or Human Trafficking.

Supply Chain

A strong and robust supply chain is an integral part of Borr Drilling's operations. We have established a *Vendor Onboarding Process and Corporate Social Responsibility Procedure*, which all suppliers must adhere to it. This procedure includes a clear statement that Borr Drilling has a zero tolerance of Modern Slavery or Human Trafficking and requires all of its suppliers to adhere to this.

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To further strengthen our oversight of our supply chain, we have appointed Ecovadis (an independent Supplier CSR Assessment platform) to undertake Supplier CSR assessment, which includes review of supplier's Modern Slavery and Human Rights practices.

Looking Ahead

In 2024, Borr Drilling will further expand its due diligence and vendor onboarding processes to gather more detailed information from vendors about the measures they are taking to prevent modern slavery and human trafficking in their supply chains and business operations, ensuring alignment with our human rights standards. Additionally, we will continue to incorporate best practices in human rights due diligence into our management processes, ensuring robust management of human rights across the organization.

Although no specific human rights violations or concerns related to modern slavery or human trafficking were reported in the prior reporting period, we remain dedicated to ongoing improvement. We routinely update our policies and procedures to proactively address potential human rights impacts and ensure compliance. If any adverse human rights issues are identified within our operations or across our value chain, we are committed to transparently reporting these impacts, seeking appropriate remedies for affected stakeholders, and revising our policies and procedures to prevent future negative outcomes.

Conclusion

Borr Drilling will remain vigilant in the prevention of Modern Slavery and Human Trafficking in its operation and supply chain and maintain high standards of governance and oversight.



Patrick Schorn
CEO
26 September 2024