



## **ANTI-RACISM POLICY**

### **3<sup>rd</sup> EDITION**

Crescent Subsea Engineering is an anti-racism organization. Crescent Subsea Engineering defines being an anti-racism organization as creating an environment where all employees regardless of race, color or creed know they are valued. We acknowledge that racism can be unconscious or unintentional and identifying racism as an issue does not automatically mean those involved in the act are racist or intended the negative impact. As an anti-racism organization we will purposefully identify, discuss and challenge issues of race and color and the impact(s) they have on the organization, its systems, and its people. We will also challenge ourselves to understand and correct any inequities we may discover within Crescent Subsea Engineering and gain a better understanding of ourselves during this purposeful process. Being an anti-racism organization is a journey and it is the learning along the way that makes this work worth all of our efforts.

A handwritten signature in blue ink, appearing to read "Chris Aylward". The signature is stylized with a large, sweeping "C" and "A".

Chris Aylward  
Group Chief Executive  
December 2021