

FAQ to NEWSLETTER 23 March 2020

<p>Quarantine vs. isolation</p>	<p>When arriving in Norway from abroad (except Sweden and Finland), you are considered as being in home quarantine and not in isolation.</p> <p>According to the “Regulations on quarantine etc. upon arrival in Norway” published 21 March 2020, you must stay quarantined for 14 days from the day you arrive in Norway. When in home quarantine, you should stay home as much as possible, not take longer trips, not use public transport, and observe social distancing. The same apply for employees living outside Norway who will be quarantined at hotel.</p> <p>Please find more information on how to comply with the quarantine regulations on the Norwegian authorities’ website: can find more info on: https://helsenorge.no/coronavirus/quarantine-and-isolation</p>
<p>Offshore work</p> <p>What will happen if I am unable to attend crew change due to travel restrictions imposed by authorities in my home country?</p>	<p>In accordance with the regulations guiding work in Norway, as a basis you will have to make yourself available for work according to workplan. As a consequence, you are not entitled to salary if you’re not able to attend crew change.</p> <p>If you cannot get to the rig due to travel restrictions in your home country, you may apply for leave of absence without pay. Please contact your personnel coordinator.</p>
<p>What will happen if I will not quarantine, and therefore am not able to show up for work according to schedule?</p>	<p>If you are scheduled to go offshore in weeks 13-14, please contact your personnel coordinator to make arrangements.</p> <p>From week 15 we expect that most crew members will be available as per normal crew change.</p> <p>We do realise that you may have individual reasons for not being able to travel on short notice. In such a case, please contact your personnel coordinator as soon as possible to set up the best possible arrangements.</p> <p>In an employer-employee relationship, both parties have a duty to help keep the wheels turning - to be able to fulfill the employment contract. This includes that workers may have to enter quarantine without pay if this is necessary to be available for duty.</p>



	According to regulations guiding work in Norway you will as a basis have to make yourself available for work according to workplan. You are not entitled to wages if you are prevented from travelling offshore as planned, and this is not due to decisions by your employer.
How will I be compensated if I stay offshore longer than 14 days?	You will receive compensation according to the Union Agreement.
How will the company utilise those who remain in Norway after their normal hitch and will there be opportunities for extra work?	With the current situation in mind we believe there will be need for extra personnel. If you choose to stay in Norway, you will be prioritised for extra opportunities. Please note you will have to stay flexible with regards to rig and position since the extra work will be distributed on an ongoing basis.
Will the regular schedule be upheld when this situation has stabilised?	We will strive to keep the majority of our crew composition as it is with the current level of activity. However, Maersk Drilling is not a static organisation, and some colleagues may be moved to new positions, crews or rigs as circumstances require.
Sick leave/absence	
What happen if I am quarantined in my home country and unable to travel to Norway for quarantine?	If you are quarantined in your home country because you have been in close contact with someone who has been diagnosed with COVID-19, you should not travel to Norway. We will do everything we can to move your trip, and you should stay in contact with your personnel coordinator to keep them informed and to agree on when you are ready to travel.
What happen if I am sick when I should have travelled to Norway for quarantine?	If you are sick, you should initially contact your doctor and provide a sick note as normal, as well as informing MedHelp. We will do everything we can to move your trip, and you should stay in contact with your leader <u>and</u> your personnel coordinator to keep them informed and to agree on when you are ready to travel.
What should I do if I don't have anyone to look after my children due to closed kindergartens/schools?	If you cannot travel for childcare reasons due to closed schools or kindergartens and you require the full offshore trip (14 days) off, Maersk Drilling will cover the first 20 days (20 days of salary = 6.67 offshore days), while you will not receive pay for the remaining 22 days. This is in accordance with the Norwegian care benefit regulations.
Quarantine	
How will I be compensated if I'm quarantined in Norway prior to normal crew change?	Any quarantine period prior to normal crew change will not be compensated. Maersk Drilling will cover hotel and meals (or diet allowance), see more details under travel.

How will I be compensated if I remain in Norway during my time off?	You will not be compensated during your time off, however, Maersk Drilling will cover hotel and meals (or diet allowance). See more details under travel.
What should I do if I have symptoms when in quarantine?	If you get symptoms or get sick when in quarantine, please contact your personnel coordinator. They will get advice on how to proceed from our company doctor.
What happen if I am confirmed to be infected with the COVID-19 virus?	Our healthcare service will handle the situation if you are firmly diagnosed with COVID-19. Along with other offshore companies, Maersk Drilling has entered an agreement to establish the Sola Strand Hotel as a quarantine hotel for employees diagnosed with COVID-19.
Do I have to quarantine upon returning to my home country?	You are personally responsible for complying with any restrictions that have been implemented in your home country. Remember that quarantine and social distancing measures are put in place by local authorities for the greater good; to protect your family, relations, and society at large. A couple of useful links for DK and UK residents below: DK: https://politi.dk/corona/ UK: https://www.gov.uk/coronavirus
Travel	
How should I arrange my travel?	Please contact Amex to have your travel and accommodation arranged. They will also ensure that a letter of guarantee is issued. In addition, Maersk Drilling will issue a similar letter to ease your entry into Norway.
	If possible, you should avoid the use of public transportation to minimise potential exposure to COVID-19. As a consequence, we will allow extended use of taxi services during this period.
Which arrangements have the company put in place for accommodation, food availability etc.?	We have made an agreement with the Clarion Energy Hotel in Stavanger to be our “home quarantine hotel”. If nothing else has been agreed with your personnel coordinator, you should book your stay through Amex. Similar agreements have been made with the Comfort Hotel Bergen Airport for personnel going to Maersk Intrepid. We recommend personnel to bring sufficient additional clothing for the extended period in Norway. An information package will be made available as applicable, including information on meals, laundry services etc. during your hotel stay, plus luggage storage during your time offshore. Information package will be provided prior to travel.

<p>Is our travel insurance valid if authorities recommend not to leave my home country?</p>	<p>ALG is our insurance provider for business travel. Our travel insurance covers:</p> <ul style="list-style-type: none"> a) Expenses for medical treatment and hospitalization due to accidental injury and/or acute illness. b) Expenses for medicine prescribed by a certified medical practitioner. c) Repatriation expenses including air travel if necessary.
<p>What should I do when working as part of the relief pool?</p>	<p>You will be contacted when we have absence to cover, in order to be able to conduct the quarantine period prior to going offshore. The terms for relief pool employees are in principle unchanged, but there is a risk that your quarantine period could fall in your time off. This is also the case for employees in fixed rotation. Our contact person for the Relief Pool is Kristin Skjørestad, e-mail: Kristin.Skjorestad@maerskdrilling.com</p>