

August 11, 2020
**Meeting about quarantine and
compensation**
MAERSK DRILLING NORGE AS (MDN)
MAERSK ANSATTES FORENING (MAF)

PROTOCOL

Present at meeting:

For Company: Jakob Korsgaard, Astrid H. Ivesdal and Hilde F. Svendsen
For Local union: Frode Larsen, Jørn B. Hansen and Bår Inge Pedersen

The topic of the meeting was a compensation scheme for personnel who are quarantined in Norway for outbound travel to rigs operated by Maersk Drilling Norway on the Norwegian shelf.

The company wants to establish a compensation structure for the quarantine/test regimes that goes beyond the current national requirements for quarantine for entry into Norway and/or any national requirements for domestic travel in Norway.

It is based on a given instruction on departures which describes the current regulations in this connection.

The company proposes the following:

- Employees who must be quarantined beyond the national requirements as described above, are compensated with a fixed amount corresponding to 8 hours of hourly wage per overnight stay before departure offshore. This is independent of the time of day arriving at the quarantine hotel and check-in time at the heliport.
- Travel time is compensated corresponding to the mentioned quarantine time when using non-public transport (own car/rental car), which means a fixed amount corresponding to 8 hours of hourly wage per stay overnight.
- If a test is performed before departure offshore, but without staying at a hotel before the departure, this is compensated with hourly pay for time spent traveling up to 8 hours.

If the authorities change the quarantine requirements after the employee has arrived at the quarantine hotel based on extended requirements, the compensation as proposed will be paid in accordance with the regulations that applied at the time of arrival in Norway.

MAF believes that all quarantine should be considered as part of the period of onboard, and accordingly the time spent in quarantine should be paid in accordance to the current Collective Agreement.

The parties did not reach an agreement, and the company will introduce the compensation model as proposed from today.

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for MAERSK DRILLING NORGE AS

Jakob Korsgaard (Sign)
VP Head of Norwegian Operations

for MAERSK EMPLOYEES ASSOCIATION

Frode Larsen (Sign)
Leader local union