

HUMAN RIGHTS POLICY

Approved as of October 27, 2021

PURPOSE

Civeo (which refers to Civeo Corporation and its subsidiaries) is committed to upholding the highest standards with respect to human rights. We respect fundamental human rights, as reflected in the Universal Declaration of Human Rights, together with all applicable human rights laws.

POLICY

This Policy stands alongside Civeo's Corporate Code of Business Conduct and Ethics, and we expect adherence by all directors and employees of Civeo.

Civeo's Human Rights Commitments

Civeo is committed to ensuring that human rights are respected in the conduct of all its activities. This includes:

- Compliance with all applicable laws and company policies;
- Respecting the fundamental freedoms of all individuals, including the freedom of thought, belief, opinion and expression, the freedom of peaceful assembly, the freedom of association and collective bargaining, and other rights and freedoms enshrined in the UN Universal Declaration of Human Rights;
- Prohibiting discrimination on the grounds of race, religious beliefs, color, gender, gender identity, gender expression, disability, age, ancestry, place of origin, marital status, source of income, family status or sexual orientation;
- Prohibiting any form of child labor, forced labor or modern slavery, or human trafficking;
- Recognition of right to a fair wage;
- Prohibiting discriminatory behavior;
- Valuing the traditions and cultures of the many different communities in which we do business; and
- Acknowledging the importance of safe working conditions and appropriate security arrangements.

Ensuring compliance with Civeo's Human Rights Commitments

Civeo uses several strategies and processes to raise awareness of, and implement training and compliance with, the human rights commitments made in this Policy. These include:

- Making all policies, including this Policy, readily available to employees on its internal website;
- Providing a copy of this and other policies to all new employees and requiring their acknowledgement; and
- Regularly reviewing and updating this Policy, its practice and its procedures in order to reflect any changes and additions to the relevant legislation.

If you have any concerns regarding a potential violation of this policy, this should be reported through our independent, toll-free Ethics Line 1-855-866-2133.

This Policy was developed by Civeo Corporation's management team and approved by Civeo's Board of Directors. The President & CEO of Civeo is accountable to the Board of Directors for ensuring this Policy is effectively implemented.