

Anti Slavery and Human Trafficking Policy

Mermaid Subsea Services (Known as MSS or the Company) has a zero tolerance approach to Modern Slavery and human trafficking. We are committed to ensuring our business is transparent, as such we will comply with the disclosure obligations under the Modern Slavery Act 2015. We are committed to acting ethically and with integrity in all our business dealings and relationships. We will enforce and implement effective systems and controls to ensure Modern Slavery is not taking place in our own business and supply chains.

MSS Executives have overall responsibility for ensuring this policy complies with Company legal and ethical obligations, and that all those under our control are in compliance.

MSS will:

- Handle complaints promptly with confidentiality, impartiality and with sensitivity to the complainant's needs;
- Ensure employees making complaints of workplace anti-slavery or human trafficking are not disadvantaged in their employment conditions or opportunities.

MSS's Anti-Slavery and Human Trafficking procedure applies to all personnel, including part-time, full-time and casual employees, contractors and visitors.

All employees who breach this policy will face disciplinary action. This could result in action up to dismissal in accordance with the MSS' conduct policy. MSS may terminate our relationship with other employees, suppliers and any other associates working with MSS if they breach this policy. The Company shall take all possible measures to ensure that the behaviour of all employees creates a working environment that is free from any form of slavery or human trafficking.



Mark Midgley
Chief Operating Officer
28 February 2018