

Fatigue Policy

Mermaid Subsea Services (Known as MSS or the Company) is committed to the wellbeing of its personnel and in the identification and management of situations where fatigue may impact on the health or safety of each individual.

Understanding that there is a direct correlation between accidents and time worked, MSS requires that all business units implement and maintain the following for all worksites:

- The maximum period that can be worked offshore by any MSS employee or direct Contractor will normally be 60 days. All 3rd parties will be actively encouraged to adapt this regime.
- The maximum period that can be worked onshore by any MSS employee will be normally 42 days.

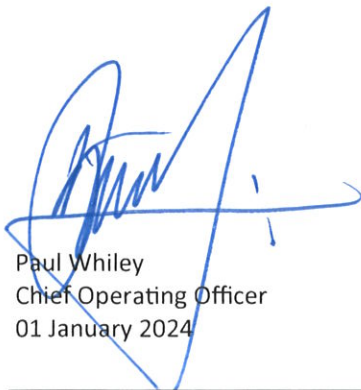
*Exceptions shall be considered on a 'case by case' basis as the needs or requirements of a particular individual/group, and/or uncontrollable situations arise.

- The maximum shift that can be worked offshore by any MSS Employee or Contractor will normally be 12 hours in 24 hours, followed by a minimum of 10 hours uninterrupted rest. Where any employee is required to work longer than 12 hours for operational reasons, the maximum allowable time period shall not exceed 2 hours, but the person will have no less than 77 hours rest in any 7 days period and this is subject to Management approval.
- Saturation exposure shall normally be limited to 28 days seal-to-seal.

All senior personnel shall be trained/required to:

- Recognise signs of sleep deprivation and/or fatigue and the impact on themselves and others.
- Report to appropriate individuals (e.g. Superintendents, Department Heads or Masters) the circumstances in which fatigue and lack of sleep are impacting on individual wellbeing and workplace safety.

Any employee who feels that fatigue is impacting on his/her personal safety or health is encouraged to bring this to the notice of his/her Supervisor immediately.



Paul Whiley
Chief Operating Officer
01 January 2024