



Anti-Harassment and Discrimination Policy

Mermaid Subsea Services (Known as MSS or the Company) seeks to establish a workplace culture where all employees are treated fairly and with respect and dignity.

Behaviors that are harassing, discriminatory or bullying in nature are totally unacceptable, it destroys workplace harmony and co-operation, and are distressing and harmful to the individuals on the receiving end of such behaviors.

Workplace harassment, discrimination and bullying will not be tolerated in MSS. Managers and Supervisors are accountable for monitoring the workplace and reinforcing the harassment and discrimination procedure with employees.

MSS will:

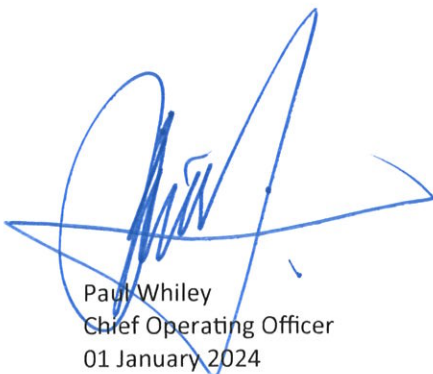
- Handle complaints promptly with confidentiality, impartiality and with sensitivity to the complainant's needs;
- Ensure employees making complaints of workplace harassment and discrimination are not disadvantaged in their employment conditions or opportunities.

The Anti-Harassment and Discrimination procedure applies to all personnel, including part-time, full-time and casual employees, contractors and visitors.

Management reserves the right to terminate any person found to have engaged in any of the following:

- Discrimination
- Sexual Harassment
- Unwelcome Advances and Physical Contact toward colleagues
- Racial and religious vilification
- Bullying
- Verbal Abuse

All employees are entitled to a workplace free from embarrassment, discomfort, intimidation or humiliation arising from any form of harassment or discrimination. The Company shall take all possible measures to ensure that the behaviors of all employees creates a working environment that is free from harassment.



Paul Whiley
Chief Operating Officer
01 January 2024

