



Personal Protective Equipment Policy

Mermaid Subsea Services (Known as MSS or the Company) is committed to the wellbeing and safety of its personnel. MSS understands that the identification and management of situations where Personal Protective Equipment (PPE), or the lack there of, may impact the health or safety of each individual.

This Policy addresses general PPE requirements, including eye and face, head, hearing, foot, leg, hand and arm, body (torso) protection, protection from drowning, respiratory protection and Fall Protection.

Understanding that there is a direct correlation between accidents and PPE, MSS requires that all business units and site locations implement and maintain the following directive for all employees.

With NO exception, the following PPE is to be used on Vessel Decks, Vessel Hangars, Working Yards and Project Sites (or where such similar hazards exist):

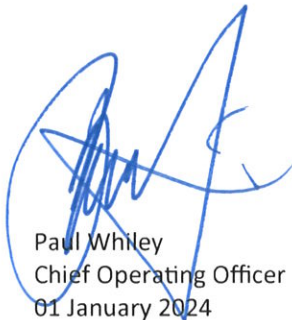
- Hard Hat (with chin strap)
- Safety Glasses
- Ear Plugs (where excessive noise is present)
- Overalls
- Gloves (as appropriate)
- Safety Boots
- Fall Protection device (if working at height)
- Life Jacket (if working near water)
- Dust Mask (if Working in an environment that requires respiratory system protection)

Further detail is provided in the MSS Group SHEQS System document MSS-SHEQS-S-004 Safe Systems of Work, section 1.4 Personal Protective Equipment.

PPE will be provided for each and every MSS employee. It is to be used, and maintained when it has been determined that its use is required to ensure the safety and health of our employees and that such use will lessen the likelihood of occupational injury and/or illness.

During Vessel port calls it is particularly important to ensure that all visitors are aware of the importance of PPE . Additionally, the Vessel Manager/Marine Manager should be informed of any subcontractors arriving onboard MSS vessels without PPE.

Failure to comply with this policy will result in disciplinary action.



Paul Whitley
Chief Operating Officer
01 January 2024

