



Corporate Social Responsibility & Sustainability Policy

Mermaid Subsea Services (Known as MSS or the Company) is committed to providing a Safe working environment consistent with its wider policy objectives. This policy applies to MSS and its subsidiaries.

The Company is committed to corporate social responsibility and sustainability. We know that our values are essential to our future success and aim to ensure that our values and integrity define and support every aspect of our business.

Legal compliance alone, although necessary, is not our goal; rather, we aim to set standards for our performance globally and ensure that we enact the same ethical values and principles wherever we have a presence.

We believe in the ten principles set out in the UN Global Compact, and that the fundamental responsibilities we have as a business include:

- Supporting and respecting the protection of human rights
- Ensuring that we are not complicit, knowingly or unknowingly, in human rights abuses
- Upholding freedom of association and recognition of the right to collective bargaining
- Supporting the abolition of child labour
- Eliminating all forms of forced or compulsory labour, such as people trafficking
- Eliminating discrimination in respect of employment and occupation
- Supporting a precautionary approach to environmental challenges
- Undertaking initiatives to promote greater environmental responsibility
- Encouraging the development and diffusion of environmentally friendly technologies
- Working against corruption in all its forms, including extortion and bribery

We are committed to these guiding principles and know that our success as a business is underpinned by them. We will work with all of our internal and external stakeholders (interested parties) to ensure that these principles inform everything we do, and in particular support our clients and suppliers in developing sustainable ways of working.

Our corporate policies and procedural framework are designed to allow us to achieve this goal in partnership with all of our stakeholders. We base our choice of partners on operational excellence, best value and a shared commitment to corporate social responsibility and sustainability.

We commit to do this in the knowledge that by incorporating the Global Compact principles into strategic and operational decisions, and insisting on integrity and the application of our core values in everything we do, we are not only upholding our basic responsibilities as an ethical business but also setting the stage for long-term success.



Paul Whiley
Chief Operating Officer
01 January 2024

