



Stop Work Authority Policy

MSS is firmly committed to safety and we realize that we need a unified team effort from everyone at the site in maintaining a safe work environment. This memorandum is intended to reinforce MSS's policies and expectations regarding the creation and maintenance of a safety conscious work environment.

Every worker has the **RIGHT, RESPONSIBILITY** and **AUTHORITY** to stop an activity in the event they observe an unsafe working condition, or imminent threat to safety.

- Exercise Stop Work Authority if you observe an unsafe act or imminent threat to safety - there will be no repercussion to you.
- Report violations or safety concerns

MSS management team encourage you to report any potential violation or safety concern to your supervisor and raise such concerns with MSS QHSE.

You have the right to report any violation or safety concern directly to the MSS.

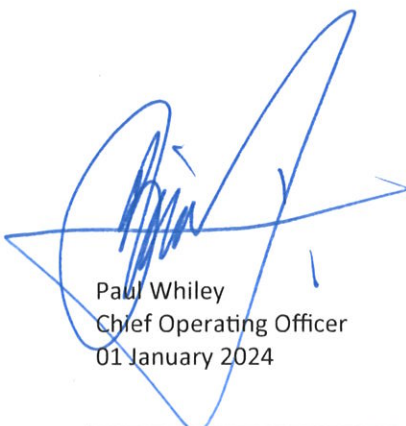
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Additionally, you can also report activities that may involve criminal conduct or violation of compliance procedures and guidelines through **Mermaid Anonymous Hotline** at MSSwhistleblower@mermaid-group.com. MSS will not retaliate against any worker who reports any potential violation or safety concern.

Finally, I would like to emphasize that productivity will never take precedence over the safety of personnel or protection of our environment. Remember that SAFETY is EVERYONE'S RESPONSIBILITY.

Thank you for your continued efforts to keep everyone safe,



Paul Whiley
Chief Operating Officer
01 January 2024

