

Tidewater Inc. Code of Conduct for Suppliers

Tidewater Inc., and its subsidiaries and affiliates (“Tidewater”), require that its suppliers maintain minimum guidelines of conduct while supplying products and services to Tidewater.

Current Laws

A Tidewater supplier shall comply with applicable laws and legislation in the countries in which it operates.

Anti-Bribery and Corruption

Tidewater suppliers shall comply with legislation criminalizing bribery of government officials. Tidewater, and its suppliers, are subject to the U.S. Foreign Corrupt Practices Act, the UK Bribery Act and other applicable anti-corruption laws. In general, these laws prohibit offering, promising or giving anything of value to a Government Official to obtain or retain “business” or secure any improper business advantage. “Government officials” includes more than just high-level government officials. It also includes low-level government employees such as customs or immigration clerks, employees of national oil companies and sometimes of joint ventures between national oil companies and private companies are also considered “government officials”.

Human Rights

Tidewater suppliers shall comply with all applicable laws pertaining to fair employment practices, as well as laws prohibiting forced and compulsory labor, child labor, employment discrimination, slavery and human trafficking.

Tidewater will not tolerate abuse of human rights in our operations or in our supply chain. We are guided by principles such as those in the United Nations Guiding Principles on Business and Human Rights, the United Nations Universal Declaration of Human Rights, and the International Labour Organization’s Core Conventions regarding child labor, forced labor, freedom of association, the right to organize and bargain collectively, equal pay, and nondiscrimination in the workforce.

Safety and Environment

When visiting Tidewater’s facilities and vessels, suppliers are expected to follow safe work procedures and practices; to report hazardous conditions; and to immediately report any injuries or accidents. It is essential to Tidewater to maintain a healthy and safe workplace, and we expect our suppliers to abide by local laws and safe work procedures and practices.

Tidewater suppliers shall conduct their activities in such a manner as to minimize negative environmental impacts according to the legislation in force in each country of operation, and to achieve a high level of safety in its facilities, products, and services with particular attention to protecting employees, contractors, customers and the local environment.

The Tidewater supplier undertakes to:

- Comply with the provisions of this code while maintaining their status as a Tidewater supplier;
- Participate in verification of this code as requested;
- Implement the corrective actions, as necessary, resulting from any verification activity carried out by Tidewater; and
- Notify Tidewater of any information considered relevant regarding the requirements set forth in this code.

Violations of the Supplier Code

Violations by the supplier of the content of this code will have varying consequences to the supplier’s contractual relation with Tidewater depending on severity of the violation. These can range from a warning to outright disqualification as a Tidewater supplier, without prejudice to other applicable legal or administrative actions and remedies.