



Frequently Asked Questions

Brand identity

- 1. Why does the Swire flag need to be removed from the vessels, do we still fly the company flag on the vessels?**
 - Swire Pacific has requested for the Swire flag and brand identity to be removed within 30 days upon completion of the sale as part of the contractual agreement with Tidewater. As such, all Swire flags on board vessels, both the one painted on the vessel and the physical flag on board will have to be removed and be replaced by Tidewater's logo. SPO's Technical Director, David Marren has sent out a circular to the vessels in end April/May to provide clarity on the use of the logo, instructions on how to paint over the Swire flag on the funnel and accommodation box and advise vessels on what they should do with the Swire flag on board.

- 2. Will the vessels be renamed, and will we be changing classification societies?**
 - When Tidewater took over GulfMark, vessel names were kept unchanged, and this will be the same for SPO fleet of vessels. At present, Tidewater has no plans to rename SPO's fleet. Tidewater's fleet uses both classification societies, ABS and DNV currently and there are no plans to re-classify SPO vessels when they become part of the Tidewater fleet.

Crew Matters

- 3. Are the crew in Ghana going to be with SPO third party, Adonai Shipping Limited now? What will happen to these crew in Ghana?**
 - The crew who are employed by Adonai Shipping Limited in Ghana remains unchanged at present. Should there be any changes, we will inform the affected personnel accordingly.

- 4. Is there a plan to align local crew with Filipino crew conditions or align Filipino with local - local crew serve 28-35 / 28-35 and Filipino do five months on, and 45 days leave or will Filipino ABs be replaced with local Angolan ABs?**
 - There are no plans at present, but these may change in future based on the business needs of the company.

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- 5. Swire used to produce a monthly list of all sea and office staff so that you could see who was on which vessel / office, is this something that could be bought back so we know who has stayed and who has left/retired as it will indicate if there is anyone available to join and relieve crew due off?**
 - The monthly list has not been done for more than seven years and was ceased because of the change in management systems. At present, we have no plans to reinstate the list.
- 6. With the proposed new regional system of Africa and Southeast Asia, will crew be able or be required to move between geographical locations or will they have to remain in the region they are currently in?**
 - Whilst Tidewater has assigned seafarers for specific regions in general, legacy SPO crew will not be affected by this and will move between geographical locations.
- 7. What will be our accumulated leave days when we move into the new salary scale?**
 - It is not a new salary scale; it is a new contract. All accumulated leave will be paid out in the final salary of the current contracts before the commencement of the new contracts.
- 8. Will there be re-joining bonuses for SPO seafarers who choose to stay with Tidewater?**
 - Provision of re-joining bonus is not a practice that Tidewater currently does and intends to do. As such, re-joining bonus for seafarers who choose to remain with Tidewater is not being considered at present.
- 9. Will negative leave accrued expire or be written off when seafarers accept the new day rate contracts?**
 - At present, there is no mechanism for negative leave to be included in the new day rate contracts. There will be a notice period for those who are directly impacted by the new day rate contracts. After the notice period, negative leave will be written off. This will need to be further discussed and more updates will be provided when decisions are finalized.
- 10. Will there be any redundancy pay-outs if a SPO seafarer decides not to work for the company after the change of employment terms?**
 - Under the terms of floating staff service conditions which SPSM permanent seafarers are contracted, no redundancy payment is due.
- 11. Is the way forward still back-to-back or regular vessels?**
 - Whilst we realize that it will be difficult, arrangement for seafarers to work back-to-back will be the preferred arrangement where possible as we recognize that it is the best way to operate a vessel, with regular crew on regular vessels. With the change to day rate contracts, Tidewater will make provisions for more flexibility in terms of work rotations for seafarers so that we can

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cater to the varied preferences of seafarers. Take for instance, a seafarer may choose to work three months on the day rate contract, and have two months off, or a seafarer who prefers to spend more time at home can indicate his/her preference to work for two months and take three months off.

12. Will SPO seafarers be working on Tidewater vessels and vice versa in the upcoming months following the transition?

- At present, we will not be getting SPO seafarers to work on Tidewater vessels or vice versa immediately. At some point, the integration of both Tidewater and SPO vessels and seafarers cross-working on board Tidewater and SPO vessels will happen, but these changes will not happen in the upcoming months. Should there be any arrangements for SPO seafarers to work on Tidewater vessels in the upcoming months, they will be by exceptions only.

Employment terms and conditions

13. Can you share more about contracts of Tidewater's seafarers and how SPSM's seafarers' contracts will be affected moving forward?

- Tidewater recognizes the uncertainties that seafarers face with regards to their employment contracts and is keen to get the details sorted as soon as possible. SPSM seafarer' contracts will be moved to day rate contracts. We will give notice to SPSM seafarers for their permanent contracts and provide them with the new day rate contracts. SPO's General Manager, Marine Manning, Nick Hall, and Jim Fortnum held a Townhall on 17 May for SPSM seafarers to explain the new employment model - day rate contracts moving forward. We will communicate to our seafarers in a transparent and honest manner so that they can have a clear understanding of the new contracts. This will allow our seafarers to make informed decisions on whether they will continue to stay with the company under the new employment terms or explore alternative employment.

14. Some have heard that Tidewater employment terms/contracts are individual and are negotiated by the individual at the time - making allowances for longer or shorter trips, less or more seniority and other benefits. Is this the case or will all staff be on a one size for all day rate the same as if we worked through a recruitment company as temporary staff?

- We would like to stick to standard contracts where we can. However, we will try and be as flexible as we can to accommodate our seafarers' preferences, but business continuity remains the priority.

15. Will the new terms and conditions for seagoing employees consider seniority, type of vessel and area of operation – Take for instance, one of the larger Anchor Handlers working in a challenging region?

- We recognize that there are different skillsets and challenges in various operations and vessel types. We are currently reviewing the market to assess different market rates for different operations and vessel types and how we can reflect these in the new contracts.

16. The FAQ April/May document indicates at Q4 that, “Employment terms and conditions for seafarers remain unchanged till further notice”. It also states that “Seafarers will be paid when they are working onboard and when travelling to and from work?” Do we still earn paid leave until new contracts are issued or are we moving to day rate contract from today?

- Managing Director, Asia Pacific, Jim Fortum and General Manager, Marine Manning, Nick Hall held a Town Hall session on 17 May for SPSM seafarers to communicate details of the new employment model - day rate contracts. The questions relating to employment terms were addressed during the Town Hall.

17. How will a seafarer at home on day rates contracts be assured of his/her next work stint or know when to start looking for alternative options?

- Regular communication between the Crewing team and the seafarers is key. The Crewing team will strive to be as forward-looking as they can, and we seek our seafarers’ honesty about their work intentions throughout the process. The Crewing team will assign seafarers to dates for work and types of vessels based on the given information so that they will fit the requirements of both the company and our seafarers. Tidewater wants continuity and regular crew on the vessels, so it is in the company’s interest for well-performing seafarers to return to the company. This will in turn give our seafarers peace of mind regarding their employment, eg work commencement date, location, and vessel on which they will be working.

Payments, Benefits & Long Service Awards

18. With the move to a day rate type of agreement where day rate is only earned whilst travelling and onboard the vessel - how often does money get paid into the bank-will staff only get one paycheck on sign off (as when contracting and submitting invoices)with nothing into the bank whilst working away or will staff be paid on a monthly basis and if so will the current system of payment “ on or around the 25th” remain?

- Payment of salaries will continue to be paid towards the end of each month. The exact date of each month has not been finalized at present and will be announced when ready.

19. How many payments will be made annually for staff who wish to work on a back-to-back or rotational equal time basis and are there provisions for longer or shorter trip lengths – some guys will need proof of regular payments to apply for Home Bonds or Mortgages on property?

- Monthly payment of salaries will be made. We understand that the change from permanent contracts to day rates contracts may affect some employees’ home loan applications in certain countries and seagoing employees have raised concerns regarding the need to show proof of regular payments for Home Bonds or Mortgages in property. To aid our seafarers in this transition, General Manager, Marine Manning, Nick Hall and his team will be able to issue

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letters to verify the permanency of these day rate contracts for seagoing employees who may require them on a case-by-case basis.

20. Which currency will the salary be paid in, and will it continue to be paid into the nominated accounts that Swire paid into?

- For SPSM seafarers, they will continue to be managed by the Crewing team in Singapore, which is now part of Tidewater, Asia Pacific. Salaries will be paid in US dollars and seafarers are to advise the Crewing team on their nominated accounts accordingly.

21. What is going to happen to the medical cover for seafarers following the transition from SPO to Tidewater?

- Whilst on board, every seagoing personnel is covered by P&I insurance. The current healthcare medical cover is covered till the end of 2022. SPO has spoken to Tidewater regarding healthcare medical cover and they are currently reviewing their options, on what they currently do and what they will do in future. Should a seafarer decide to continue to work for Tidewater under the new employment terms, their healthcare medical cover will continue to be included till the end of the year. Should they discontinue their employment with Tidewater following the change of contracts, their healthcare benefits will be terminated.

22. What will happen to the Long Service Award pins to employees? Will it be continued under the Tidewater management? I heard there is not enough pins to go around.

- Tidewater recognizes the benefit of acknowledging long serving employees in the company and is currently reviewing this practice. SPO has a backlog of LSA pins that were not issued to seafarers due to the pandemic and they have progressively been sent to the vessels and LSA ceremonies have been held in recent weeks and months where possible. We have a stockpile of LSA pins that has been carried over, but we do not have the full quantity for every personnel who is due for their LSA pin. General Manager, Marine Manning, Nick Hall, will be writing to seafarers who are due for their LSA pins to give them a choice of whether they would prefer to receive the LSA pin or the cash equivalent. Whilst we will make every endeavor to give our Long Service Award recipients a choice, we need to ensure that all LSA pins are exhausted as they are Swire Long Service Award pins, and time after the takeover will not be recognized for these awards.

Operational & Commercial Matters

23. Will there be opportunities in the near future for SPO seafarers to transfer to some of the specialist vessels in the Tidewater fleet such as construction, ROV, Marine Research or Survey vessels?

- Tidewater is now the owner and operator of the largest Offshore Support Vessel (OSV) fleet in the industry. At present, our seafarers will continue to work on board vessels in the SPO legacy fleet as many of our seafarers are familiar with the vessel operations and systems on board. At some point, the integration of both Tidewater and SPO legacy vessels and seafarers cross-working on board Tidewater and SPO vessels will happen, but these changes will not

happen in the upcoming months. Should there be any arrangements for our seafarers to work on Tidewater vessels in the upcoming months, they will be by exceptions only. There will be ample training and work opportunities for our seafarers in future.

24. When will we be able to access Tidewater's Safety Management Systems?

- Access will be made available when SPO changes over to Tidewater's Safety Management Systems (SMS). The SPO SMS will remain in use by our seafarers this year. Tidewater currently uses the UniSea system which is more paperless, and it will take between 12 - 24 months for SPO vessels to transit into the UniSea system.

25. For the Swire vessels in India, will this operation continue as per existing arrangements, or will it come to an end? Will these vessels be under the Singapore or Dubai management?

- The vessels in India that are under Swire Pacific Offshore (SPO), are now under Tidewater. These vessels will continue to operate in India and there are no changes at present. These vessels will continue to be managed by Dubai and the manning will be managed by Singapore.

26. Will travel agencies used for by SPO change following the transition to Tidewater?

- Both travel agencies that SPO uses, ATPI and TravelQ, are also used by Tidewater. These travel agencies do not have exclusive contracts with SPO or Tidewater. Any changes will be the result of business review in future.

27. Can you provide some updates on the merger of offices in Middle East between SPO and Tidewater?

- The management team of Tidewater was in the Middle East in May to discuss plans on integration of the businesses of both SPO and Tidewater in the region and its organizational structure moving forward. More details will be provided when ready.

Training

28. Do we know Tidewater's plans on training for seafarers and will they be using SMTC?

- At present, Tidewater has training facilities in Manila for the seagoing employees. The SPO management team is currently discussing plans with Tidewater on training for seafarers. In the coming months, SMTC has a full training schedule for seafarers and will continue to provide training for seafarers while the review is underway. Whilst Tidewater recognizes the benefits of a training center for seafarers, the cost of maintaining such dedicated facilities is significant. For SMTC, the challenge remains the same as what the SPO management has identified three years ago – The training center will need to be able to justify its costs and be commercially viable. With the easing of travel restrictions, there is an opportunity for SMTC to demonstrate its value and benefits so that Tidewater can consider the use of SMTC as part of the training plans for seafarers moving forward. The SPO and Tidewater management team are reviewing training programs we provide for our seafarers and will explore the best way to

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deliver continuous training for our seafarers. Plans for SMTC and training will be finalized by end of 2022, and we will provide more updates when ready.

Communication

29. Will Captains' Calls and Senior Officers' Call continue in the new organization?

- Tidewater recognizes the benefits of regular communication with the crew. We will continue to hold the Captain's Calls and Senior Officers' Call during the transitional period. You can also reach out Managing Director, Tidewater, Asia Pacific, General Manager, Nick Hall or send your questions to Tidewater at questions@tdw.com. Tidewater has published several sets of Q&As since the announcement of the acquisition. To access the webpage, please click [here](#).

30. What is going to happen to SPO's monthly newsletter, *SPOTlight* following the change from SPO to Tidewater? Will the newsletter be discontinued?

- The April issue of the newsletter, *SPOTlight* is the final issue as the name, *SPOTlight* is derived from the short form of Swire Pacific Offshore. We are required to change the brand identity and remove the use of the Swire flag as requested by Swire Pacific as part of the sale agreement with Tidewater. At present, Tidewater does not have a dedicated newsletter for its employees and is keen to have a similar newsletter but with a different name and will review the frequency of the newsletter. The new newsletter will contain business updates and news across the wider Tidewater fleet. Corporate Communications Manager, Dorothy Ng who is the Chief Editor of *SPOTlight* will be driving this and the new newsletter is planned to be launched in July.

31. Is there a system where crew can suggest ideas to either increase productivity or reduce costs?

- We welcome feedback from employees, both shore-based employees and seagoing employees, on ideas on how to increase productivity and suggestions on cost-reduction. You can provide your feedback to the relevant outports or departments. For instance, if for crew-related matters, please reach out to General Manager, Marine Manning, Nick Hall, for technical matters, please reach out to Technical Director, David Marren. You can also send your suggestions to questions@tdw.com.