



## DIVERSITY POLICY

Tidewater Inc. is committed to equality and fostering a culture of diversity and inclusion throughout our organization.

This policy applies to everyone at a Tidewater controlled worksite, including employees, contractors, and third-party personnel.

Tidewater is a signatory to the United Nations Global Compact and committed to the Ten Principles, the UN Guiding Principles on Business and Human Rights and the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work.

To achieve our commitment to human rights, we will:

- Embrace the diversity of our team members, stakeholders, and customers, including their unique backgrounds, experiences, ideas, and abilities.
- Ensure all qualified applicants receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or protected veteran status.
- Provide equal opportunity by removing barriers to employment and progression so that all team members can fully contribute to Tidewater's sustainable development.
- Foster the development of a diverse and inclusive corporate culture and work environment, where all team members can contribute and feel valued.
- Manage, monitor, and report on our diversity performance.
- Ensure all employees, contractors and third-party personnel are aware of this policy.

A handwritten signature in black ink, appearing to read 'Q. Kneen', with a long horizontal flourish extending to the right.

Quintin V. Kneen  
President, CEO and Director  
Tidewater Inc.

August, 2021