



## HUMAN RIGHTS POLICY

Tidewater Inc. is committed to safeguarding human rights through prohibiting all forms of modern slavery, child labor and upholding all relevant local labor laws and conditions.

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:

- Conduct a risk-based Human Rights Impact Assessment of areas of our business, particularly when entering new business and/or geographical regions.
- Comply with all relevant local, national, and international laws and regulations regarding human rights.
- Manage, monitor, and report on our human rights' impacts.
- Prohibit the use of all forms of Modern Slavery, forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor and any form of human trafficking, either directly by Tidewater or by any of our contractors and suppliers.
- Never employ any person under the local legal minimum employment age; or employ any person in a manner which conflicts with completion of their compulsory schooling; and, in any case employ any person below the age of 16 years on a full-time basis (unless part of a recognized professional / workplace apprenticeship program).
- Engage in meaningful consultations with our stakeholders in the communities in which we operate. This is to identify and assess any actual or potential adverse human rights impacts to them as a result of their business relationships with us.
- Compensate employees competitively in accordance with the industry and local labor market rates, and that they operate in full compliance with all laws applicable to wages, work hours, overtime and all relevant benefits.
- Ensure all employees, contractors and third-party personnel are aware of this policy.

A handwritten signature in black ink, appearing to read "Quintin V. Kneen".

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

August, 2021