



PERSONNEL POLICY

Tidewater Inc. is fully committed to maintaining a reputation as a 'company of choice' for people wishing to work in the marine industry. We shall provide an environment where quality, integrity, innovation and excellence are rewarded by career development opportunities. An environment where no barriers exist to communications within the organization and where individuals are empowered to accept responsibilities for their actions.

Within the Tidewater Integrated Management System, a set of Human Resource and Crewing procedures have been developed in line with regulatory, legal and customer requirements.

We shall provide a competent, motivated and stable workforce by recruiting qualified individuals with the required levels of experience, then maintaining our high standards by regular assessment and follow-up training where appropriate.

All employees shall be treated fairly and with respect at all times and we will ensure that there is no discrimination on grounds of sex, race, age, religion, sexuality and disability.

Through a process of internal communication and auditing, the Company will ensure that all employees are made aware of this policy and that they familiarise themselves with, understand and comply with associated instructions and procedures.

The effectiveness and suitability of our Human Resources processes shall be regularly reviewed and a process for continual improvement implemented to meet the changing needs of the industry.

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.

November, 2021