



TIDEWATER INC.

SUPPLIER COMMITMENT TO INTEGRITY & CODE OF CONDUCT

1. INTRODUCTION

Tidewater Inc., including each of our wholly-owned subsidiaries and joint ventures (JVs) that we operate (Tidewater), understands that long-term success starts with a company's value system and a principled approach to doing business. We strive to always conduct our business honestly and in-line with our 7C's values, including interactions with all of our stakeholders: employees, customers, suppliers, investors, business partners, and communities. This Supplier Commitment to Integrity and Code of Conduct (Code) articulates Tidewater's expectations of the conduct of suppliers and business partners doing business with us (Suppliers). This Code is based on our corporate values and aligns with the principles of the United Nations Global Compact, of which, Tidewater is a signatory. Suppliers are expected to understand and act consistent with our approach to integrity, responsible sourcing, and supply chain management. We expect our Suppliers will cascade similar expectations through their own supply chains.

We endeavor to do business with Suppliers that meet our standards and behave consistently with, and positively reflect, our values throughout the supply chain. We expect that suppliers will satisfy contractual requirements, comply with laws, regulations, and Tidewater policies and act consistently with the principles and values of this Code and our Code of Business Conduct & Ethics ([link](#)). All Suppliers are also required to adhere to Tidewater's general terms and conditions unless otherwise agreed in writing.

This Code is not intended to be an exhaustive list of all ethical and business conduct requirements but is a supporting guideline for suppliers to make sustainable operational decisions aligned with Tidewater's values and policies, as well as to help Suppliers understand their responsibilities and functions in complying with laws, regulations, and policies, everywhere we do business. We encourage all Suppliers to adequately train their employees and subcontractors in the principles and guidance shown here, both to raise awareness and ensure best practices throughout business operations and wider supply chains.

Tidewater reserves the right to suspend or terminate its relationship with any Supplier that fails to meet its responsibilities under this Code.

2. ETHICS & COMPLIANCE

A. Anti-Bribery & Corruption, Anti-Money Laundering and International Trade Sanctions

Suppliers will not engage in, facilitate, or tolerate corruption, bribery, money laundering, embezzlement, extortion, or fraud in any form, whether directly or indirectly. This commitment includes not giving or receiving anything of value, including money, gifts, or unlawful incentives to improperly influence negotiations or any other dealings with public (government) officials or entities, customers, or any other person or entity. Suppliers shall not take part in any form of money laundering and shall take steps to ensure that its financial transactions are not used to launder money. Specifically, they shall take steps to ensure they have not engaged in or facilitated any



transaction involving the proceeds of criminal activity, nor structured, conducted, or attempted to conduct any transaction with the intent to conceal or disguise the nature, source, location, ownership, or control of proceeds of crime. Suppliers will implement monitoring, record keeping, and enforcement procedures to comply with anti-corruption laws.

B. Ethical Behavior

Suppliers will uphold the highest standards of integrity in all business interactions, including standards of fair business, advertising, and competition. Suppliers will avoid conflicts of interest and operate honestly and ethically throughout the supply chain and in accordance with applicable law, including those laws pertaining to anti-competitive business practices, respect for and protection of intellectual property, company and personal data, and export controls and economic sanctions. Suppliers will require that their employees avoid and disclose situations where their financial or other interests conflict with job responsibilities, or situations giving any appearance of impropriety.

C. Accurate Records & Disclosure of Information

Suppliers will accurately disclose information regarding their labor, health and safety, environmental practices, business activities, structure, financial situation, and performance in accordance with applicable regulations. Supplier business dealings will be transparently performed and accurately reflected on the Supplier's business books and records. Falsification of records or misrepresentation of conditions or practices in the supply chain are unacceptable.

D. Confidentiality, Security and Privacy

Suppliers must take all reasonable and necessary precautions to safeguard Tidewater's information to which it has access, including not disclosing it to anyone inside or outside of Tidewater, unless disclosure is properly authorized and subject to a written confidentiality agreement. Suppliers will protect the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers and employees. Suppliers will comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted and shared.

E. Export Controls and Economic Sanctions

Suppliers will comply with all applicable: (i) restrictions on the export, re-export, release or other transfer of goods, software, services, and technology; (ii) economic sanctions restrictions involving certain territories, entities and individuals (to include conducting appropriate due diligence on third parties); and (iii) other similar trade-related laws and regulations.

3. HUMAN RIGHTS

Suppliers are required to adhere to and cascade Tidewater's Human Rights Policy Statement or equivalent expectations throughout their supply chain, and to require compliance with the same. As set out fully in that Policy Statement, Tidewater expects all Suppliers to respect internationally recognized human rights obligations as set out in the Universal Declaration of Human Rights, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work (the ILO Core Conventions), the OECD Guidelines for



Multinational Enterprises, the Voluntary Principles on Security and Human Rights (Voluntary Principles), and the UN Global Compact. Suppliers shall adhere to the UN Guiding Principles on Business and Human Rights.

We expect full compliance with all applicable law including in respect of human rights and modern slavery

A. Freely Chosen Employment

Suppliers and their employment agencies will not use slave, forced prisoner, bonded, indentured, or any other form of forced or involuntary labor. Suppliers will also not engage, directly or indirectly, in human trafficking. If required by applicable law, Suppliers will provide all workers with a written agreement or notification that contains a description of terms and conditions of employment as part of the hiring process, and foreign migrant workers will receive the employment agreement prior to the worker departing from their country of origin with no substitution or change(s) upon arrival in the receiving country except as required to meet local law. Employees must be free to terminate their employment without penalty.

B. Child Labor

Suppliers and their employment agencies will not use child labor. Tidewater has a zero-tolerance policy regarding the use of child labor. Suppliers will implement an appropriate mechanism to verify that the age of workers and workers recruited comply with the ILO Minimum Age Convention (No. 138) and will provide substantiation of this verification upon request. If child labor is discovered in its supply chain, suppliers will cease employment of the child/children and take reasonable measures to enroll the child/children in a remediation/education program.

C. Working Hours, Wages and Benefits

Suppliers will comply with local laws and collective bargaining agreements (where applicable) regarding working hours. Working hours must not exceed the maximum set by local law. Suppliers and their employment agencies will pay wages and provide benefits and compensation to workers that comply with all applicable wage laws and regulations, including those relating to minimum wages, overtime hours, medical leave, and legally mandated benefits. Workers shall receive equal pay for equal work, including paying a fair wage that meets or exceeds legal minimum standards. All use of temporary, dispatch and outsourced labor shall be within the limits of the local law. Suppliers will keep records of worker hours and wage documentation in accordance with local law.

D. Humane Treatment

Suppliers will not engage in harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment. Suppliers will have disciplinary policies and procedures in place for any violations of these requirements that are clearly defined and communicated to workers.

E. Non-Discrimination / Non-Harassment & Diversity

Suppliers will be committed to a workplace free of harassment and unlawful discrimination. Suppliers will not engage in discrimination, harassment, intimidation, violence, or other adverse actions to employees based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information, marital status or any other basis prohibited by law including in hiring and employment practices such as wages, promotions, rewards, and access to training. Tidewater also encourages Suppliers to develop inclusive cultures where diversity is valued and celebrated and everyone is able to contribute fully and reach their full potential.

F. Freedom of Association

Suppliers will comply with and respect all applicable laws and ILO core conventions related to the rights of workers to form and join trade unions of their own choosing, to bargain collectively, to engage in peaceful assembly, as well as respect the right of workers to refrain from such activities. Suppliers will avoid any form of threats, intimidation, physical or legal attacks against stakeholders, including union members and union representatives, exercising their legal rights to freedom of expression, association and peaceful assembly. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.

G. Vulnerable Groups

Suppliers will commit to protect the rights of vulnerable groups within their businesses and supply chains, particularly the rights of women, indigenous peoples, children, and migrant workers. Suppliers will develop and implement internal measures to provide equal pay and opportunities throughout all levels of employment.

4. HEALTH, SAFETY AND ENVIRONMENT

A. Occupational Health and Safety

We require our Suppliers to provide a safe, secure and healthy working environment for all of their workforce. Suppliers should:

- develop and implement effective health and safety management systems;
- evaluate production and other machinery for safety hazards, with physical guards, safeguarding devices, and barriers provided and properly maintained where machinery presents an injury hazard to workers;
- ensure that safety management systems support identifying risks, measuring and monitoring performance, and driving continual improvements to mitigate or minimize health and safety risks emanating from its operations;
- when accommodation is provided by Supplier for their personnel or the personnel of their sub suppliers, ensure it is clean, safe, and meet the basic needs of their personnel;



- ensure compliance with applicable laws, regulations and customer requirements;
- ensure protection of their workforce by providing basic personal protective equipment appropriate to the nature of work and relevant training on health and safety systems;
- empower workers to report unsafe practices without fear of repercussion; and
- commit to proactively undertake safety initiatives to protect people and assets from harm and damage.

B. Environment

We require our suppliers to integrate environmental considerations in their operations and strive for continuous improvements to mitigate or minimize any adverse impacts on the environment. When visiting Tidewater's facilities and vessels, suppliers are expected to follow safe work procedures and practices, report hazardous conditions and immediately report any injuries or accidents. We ask our Suppliers to (i) undertake initiatives to promote greater environmental responsibility; (ii) encourage the development and use of environmentally friendly technologies and solutions; and (iii) consider the impact of their operation on their climate footprint. In addition, Suppliers should:

- comply with all relevant local and national environmental laws as well as international standards, obtain and maintain all the necessary environmental permits, approvals and registrations;
- develop and implement effective environmental management systems that support identifying risks, measuring and monitoring performance, and driving continual improvements to mitigate or minimise environmental impacts emanating from its operations;
- develop a precautionary principle approach and promote environmentally friendly technologies and processes in their own operations and across the supply chain; and
- commit to proactively undertake initiatives to protect the environment from harm and degradation in relation to their operations.

5. MONITORING, AUDITING & REPORTING CONCERNS

A. Compliance Assessment

Tidewater may conduct periodic compliance surveys or on-site audits to verify compliance with this Code. These surveys and audits may be conducted directly by Tidewater, or by appointed third parties. In cases of non-compliance, corrective actions will be discussed through open dialogue. Suppliers are expected to continuously and systematically evaluate their compliance with this Code, implement necessary improvements, establish clear reporting mechanisms for violations or concerns, and communicate their commitment to these principles with their employees. The Supplier shall allow Tidewater, or a third party appointed by Tidewater, unrestricted access to its operational sites and premises, as well as access to any pertinent documentation (e.g. communications, financial records) or any other relevant material. Suppliers must also allow communication or interviews with its employees and other personnel, which may include agents, contractors and/or subcontractors throughout its supply chain. The foregoing will enable Tidewater



to assess the Supplier's compliance with this Code. Our Suppliers are required to conduct strict due diligence on their own supply chain and must ensure that they hold their own suppliers and subcontractors to the same standards as outlined in this Code.

B. Reporting Concerns

Tidewater fosters a culture of corporate compliance, ethical behavior, and good corporate governance. We maintain an open working environment where employees and contractors can report any breaches of law, violations of Tidewater policies, or other legal or ethical concerns without fear of intimidation or reprisal. Subject to local laws and any legal restrictions applicable to such reporting, each Supplier is expected to inform Tidewater promptly of any concern related to this Code affecting Tidewater, whether or not the concern involves Supplier, as soon as Supplier has knowledge of such an occurrence. Suppliers also must take such steps as Tidewater may reasonably request to assist Tidewater in the investigation of any such occurrence involving Tidewater and Supplier. Our Suppliers, including their employees, suppliers, and contractors, should always feel welcome to Speak Up if they have a question or a concern regarding this Code or any related policies. We have put in place several reporting mechanisms for individuals to raise concerns, including the [Tidewater Helpline](#), a multilingual, 24-hour service operated by an independent third party. Tidewater prohibits acts of retaliation or harassment against any individual who has raised a concern in good faith or who participates in an investigation. Our non-retaliation policy protects individuals (including our Suppliers) who make a report in good faith, even if the person is found later to be mistaken.

Reviewed and approved effective December 9, 2025.