

Siem Offshore Inc. – Modern Anti-Slavery Statement

This statement is pursuant to the Modern Slavery Act 2015 and relates to actions and activities during the financial year 2016 ending 31 December 2016.

Commitment

Modern slavery is a crime resulting in an abhorrent abuse of the human rights of vulnerable workers. It can take various forms, such as slavery, servitude, forced or compulsory labour and human trafficking.

Siem Offshore Inc.(SIOFF) has a zero tolerance approach to modern slavery and is committed to acting ethically and with integrity and transparency in all of its business dealings and relationships.

SIOFF is implementing and enforcing effective systems and controls to ensure that modern slavery and human trafficking are not taking place anywhere within either its own business or in any of its supply chains, consistent with its obligations under the Modern Slavery Act 2015.

SIOFF expects the same high standards from all of our suppliers, contractors and other business partners and expects that their suppliers will in turn hold their own suppliers to the same standards. This policy applies to all individuals working for the Company or on the Company's behalf in any capacity, including employees, directors, officers, agency workers, volunteers, agents, contractors, consultants and business partners.

Relevant Policies and Procedures

- Whistleblowing – Siem Offshore encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking.
- Personnel and Crew Management Policy - The organization uses only specified, reputable Crew & Placement Services to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.
- Key Suppliers and Crew & Placement Services are audited on a regular basis.
- Code of Business Conduct makes clear to employees the actions and behaviour expected of them when representing the organization. Siem Offshore strives to maintain the highest standards of employee conduct and ethical behaviour when operating in country or abroad and managing relationship with contractors.

We have the following practice to ensure that slavery and human traffic is not taking place in any part of our business:

- Use of employment contract for all Siem Offshore employees
- Use of payroll system for all Siem Offshore employees
- Use of job descriptions for all Siem Offshore employees

This statement has been approved by the Siem Offshore Inc. Board of Directors, who will review and update it annually.

Breach of the intentions of this Statement

Any employee who breaches this statement will face disciplinary action, up to and including summary dismissal for gross misconduct. SIOFF may terminate its commercial relationship with suppliers, contractors and other business partners if they breach this policy and/or are found to have been involved in modern slavery.

Kristiansand, 31 January 2017


Idar Hillersøy
CEO Siem Offshore Inc.