

Personnel and Crew Management Policy

The personnel and crew management philosophy of the Siem group of companies is based upon our vision to be the leading provider and the most attractive employer.

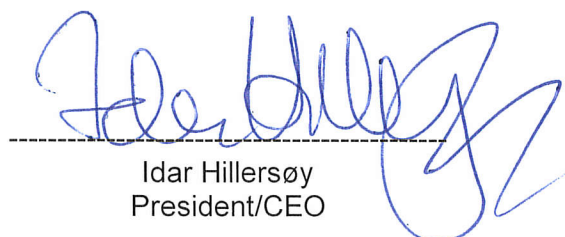
Accordingly we are committed to:

- Building a high performance culture based upon the Company's core values and team work
- Meeting all applicable international and national conventions, laws, regulations and industry requirements related to manning of the vessels and the onshore organization.
- Having well qualified and experienced employees in all positions.
- Striving for internal promotion where possible, both onshore and offshore.
- Ensuring a continued high level of loyalty among all employees.
- Exercising all efforts against forced labour and human trafficking and also against discrimination on basis of race, nationality, colour and gender.
- Ascertaining that all employees, regardless of nationality, are treated with the same respect and fairness, being aware of cultural differences.

To fulfil our commitment we will:

- Continually strive to bridge the gap between sea and shore staff by arranging conferences and regular meetings between employment representatives and management representatives (Central Work Council).
- Improve communication with all nationalities by communicating in English – identified as the Company common working language.
- Ensure supply of highly skilled crew by cooperation with well-known and experienced crew suppliers.
- Ensure that all employees are above the age of 18 years of age.
- Select and recruit highly qualified and experienced personnel both onshore and offshore on a permanent basis.
- Provide training and personal development to employees at any operational or management level in the organisation.
- Maintain high level of trainee positions within the fleet.
- Maintain high retention rate for both onshore and offshore personnel.
- Seek information on a regular basis from various relevant bodies like IMO, ILO, IMCA, GOMO, OLF, NSA, Flag State and other relevant national regulatory bodies.
- Encourage employees to seek information through newsletters and circular letters, and by attending relevant seminars, etc., in order to be proactive in identifying additional competence development initiatives.

Kristiansand, 5 December, 2016



Idar Hillersøy
President/CEO