

**MAZENCO MARINE SERVICES
CODE OF ETHICS STATEMENT**



We pride ourselves on our reputation for enacting fairly and ethically wherever we do business, whether at home or abroad. Our reputation is built on our values as a company, the values of our employees and our commitment to function at all times with integrity, accountability, passion humility, simplicity and a focus on success, by which we have been able to create a vibrant, ethical performance culture.

Our reputation and success depend on the decisions and actions of our people. We are committed to ensuring that every action we take honors our values and is in full compliance with the law and this Code.

Everyone's Responsibilities:

As employees, we are all responsible – individually and collectively – for how Mazenco Marine Services does business and the impact Mazenco Marine Services has in the world. We pursue our *Vision and Purpose* through the right behaviors, which always involve:

- Acting with integrity – honoring our commitments, upholding this Code, obeying the law and acting responsibly and in good faith.
- Showing respect – valuing diversity of thought and opinions, encouraging open and frank dialogue, and considering the impact of our decisions on stakeholders.
- Building trust – seeking fair resolutions, making decisions based on the merits, dealing fairly and honestly with all stakeholders and maintaining the appropriate level of transparency in our decision making.

Our Standards:

SAFE & HEALTHY WORKPLACE

We are committed to maintaining a safe and healthy workplace for our colleagues, business partners and visitors as well as people in the communities in which we operate.

DIVERSITY & INCLUSION

We believe in the power of people and have respect for individuals of all backgrounds, capabilities and opinions.

HARASSMENT & DISCRIMINATION

We are committed to maintaining a work environment that is free of harassment and discrimination.

PERSONAL INFORMATION

We protect the privacy and confidentiality of our colleagues' personal, medical, family and financial information.

CONFLICTS OF INTEREST

We make decisions and act in the best interests of the company rather than for personal gain.