SEACOR MARINE

Supplier Code of Conduct

As of November 12, 2026

Corporate Address:
12121 Wickchester Lane
Suite 500
Houston, TX 77079
+1 346 980 1700

Supplier Code of Conduct

SEACOR Marine Holdings Inc., together with its subsidiaries and affiliates ("SEACOR Marine"), is committed to ensuring that its suppliers conduct business subject to SEACOR Marine's high ethical and safety standards, in full compliance with all applicable laws, and in line with SEACOR Marine's environmental, social and governance ("ESG") standards.

This Supplier Code of Conduct ("Supplier Code") applies to all suppliers and their subsidiaries, affiliates, and subcontractors and next-tier suppliers, providing goods or services to SEACOR Marine for intended use by SEACOR Marine and those onboard any of SEACOR Marine's vessels, whether owned or managed (collectively referred to as "Suppliers").

Principles, Standards and Commitments

The following principles, standards and commitments are outlined as the minimum standards for compliance by a Supplier:

Legal Compliance

Suppliers shall comply with all applicable laws and regulations in all countries in which they do business.

Anti-Bribery, Anti-Corruption and Ethical Business Practices

Suppliers shall not engage in or knowingly benefit from any kind of corruption, extortion, traffic of influence, embezzlement, money laundering or bribery to obtain an unfair or improper advantage. Suppliers shall abide by all applicable anti-corruption and anti-bribery laws, conventions and regulations of the countries in which they operate, including the United States Foreign Corrupt Practices Act (FCPA), as well as anti-trust and other competition laws. Suppliers shall conduct business with integrity and shall not engage in price fixing, anti-competitive behavior, or deceptive or fraudulent practices.

Labor, Human Rights, Discrimination and Harassment

Suppliers are expected to uphold the highest standards of human rights and labor practices, and shall abide by all applicable laws, regulations and international standards, including, but not limited to, the prohibition of forced and compulsory labor, child labor, modern slavery and human trafficking. Suppliers are expected to ensure a safe and healthy workplace, free of abuse, discrimination and harassment, including sexual harassment.

Health, Safety and Environment

Suppliers are expected to provide and maintain a safe work environment and shall abide by all applicable health and safety laws, regulations and customer requirements. Suppliers are expected to ensure their operations comply with all relevant local and national environmental laws as well as international standards.

Privacy and Confidentiality

Suppliers are expected to comply with contractual requirements on confidentiality and information security, and shall adhere to the intellectual property rights and data protection laws and regulations to safeguard any of SEACOR Marine's information that it may possess as a result of their business relationship.

Reporting and Assessments

Suppliers are expected to have a reporting system that ensures that their employees can report violations or potential violations of the Supplier Code without fear of retaliation. Suppliers are encouraged to perform their own periodic evaluations of compliance with the Supplier Code, and to examine their facilities and operations and those of their subcontractors and next-tier suppliers that provide goods and services to SEACOR Marine. Suppliers are expected to implement corrective actions, as necessary, resulting from assessments performed and to notify SEACOR Marine of any information considered relevant regarding the requirements set forth in this Supplier Code.