

GMS Anti-Slavery and Human Trafficking Statement

Modern slavery is a crime resulting in an abuse of human rights and is constituted in the UK Modern Slavery Act 2015 ('the Act'). Contained within the Act is the requirement for all commercial organisations that provide goods or services, with business or part of a business in the UK, to produce a statement of the steps the organisation has taken during each financial year to ensure that slavery and human trafficking is not taking place in its own business or in its supply chain. This statement has been published by Gulf Marine Services PLC ('GMS', 'the Group') in accordance with the Act for the year ended 31 December 2016.

GMS provides advanced self-propelled self-elevating support vessels to the oil, gas and renewable energy industries and has offices in the United Arab Emirates, Saudi Arabia, Malaysia and the United Kingdom. Further information on the Group's business and organisational structure is available on our website.

We seek to ensure that modern slavery and human trafficking is not taking place in our own business or in our supply chain. Our supply chain comprises businesses that provide the equipment, goods, manpower and services needed to build, maintain and operate our vessels and to perform our corporate activities.

We undertake reasonable and practical steps to ensure our suppliers are implementing relevant ethical employment practices. Should a supplier be suspected to be involved in modern slavery and human trafficking, we will consider a series of remedial measures, including consultation and education, and where appropriate, the discontinuation of the supplier's services.

In 2016 we undertook a number of initiatives, in addition to our normal business practices, to strengthen our approach to the prevention of modern slavery. These included the development and implementation of our anti-slavery and human trafficking procedures, which have been incorporated into our formal policies that describe our ethical standards and our expectations of employees and others with whom we work and contain information on how to report any suspected wrongdoing, including the possible abuse of human rights. We reviewed our supply chain to identify which suppliers could present a risk of modern slavery occurring and to evaluate where further risk assessments may be required. We wrote to our suppliers to ensure they are aware of our commitment to the prevention of modern slavery and human trafficking summarising the fundamental standards of employment we provide for our own employees and our expectation of them in this matter within their own businesses and supply chains. New suppliers will also receive this communication as part of our ongoing risk assessment and due diligence procedures. We also updated our standard terms and conditions of trade with our suppliers to explicitly include our policy on modern slavery.

All our staff have been made aware of our policy on modern slavery and human trafficking and this has been incorporated into our induction process for new employees. Our senior management team and line managers are responsible for ensuring those reporting to them understand and comply with our policy on modern slavery and human trafficking and our related procedures.

This statement has been approved by the Board of Directors of Gulf Marine Services PLC.



Duncan Anderson
Chief Executive Officer, Gulf Marine Services PLC
12 April 2017