

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 2018.

GMS provides and operates 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 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 various suppliers, contractors and sub-contractors that provide the equipment, goods, manpower and services needed to build, maintain and operate our vessels and to perform our corporate activities.

Reasonable and practical steps are undertaken 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.

We risk assess all new suppliers and regularly risk assess all existing suppliers in our global supply chain to identify which suppliers could present an increased risk of modern slavery occurring. In particular, we seek to understand the business operations and activities of our crewing and staffing agencies that are located in areas or countries considered to present a higher level of risk.

In 2017 we wrote to all 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. This communication to all our suppliers will be repeated in 2020. New suppliers also receive this information as part of our ongoing risk assessment and due diligence procedures. Our standard terms and conditions of trade with our suppliers explicitly include our policy on modern slavery

The Modern Slavery Act has helped us to better understand our suppliers' approach to the prevention of modern slavery and each year we strive to improve our evaluation of our suppliers in line with developments in best practice. In 2018 we refined our supply chain risk assessment criteria to ensure a more robust review across a broader range of our suppliers. The addition of new criteria, for example whether a supplier is certified or has membership of industry-recognised auditing bodies, has also been helpful as we seek to work with suppliers whose values align with our own. Furthermore, GMS staff members visited the premises of more than 200 of our suppliers in the year. Our offshore performance coach also visits our vessels on a regular basis, providing opportunities for our crew to discuss any concerns.

We have reviewed our anti-slavery and human trafficking procedures to ensure these continue to be appropriate and in accordance with the requirements of the Act. The procedures, which are incorporated into our formal policies that describe our ethical standards and our expectations of employees and others with whom we work, contain information on how to report any suspected wrongdoing, including the possible abuse of human rights. In order to measure the successful implementation of these procedures we have introduced internal performance targets specifically relating to both our supply chain and our own personnel.

All our staff have been made aware of our policy on modern slavery and human trafficking. On an annual basis management and other appropriate staff are required to certify their compliance with this and the Group's related policies and procedures. 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
24 April 2019