

Oceaneering Human Rights Statement

Introduction

Oceaneering is committed to conducting its business with a high level of honesty and integrity, complying with all applicable laws and demonstrating respect for human rights in our operations, throughout our supply chain and within our communities. This commitment is guided by our Mission, Vision and Values and reflected in our Code of Business Conduct and Ethics and related policies and procedures (altogether, our “Code of Conduct”).

We aim to align our activities and policies with international best practice and recognised standards, such as the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.

Scope

This statement applies to all employees of Oceaneering International, Inc. and its subsidiaries and controlled affiliates worldwide (“Oceaneering”) and those who may act on Oceaneering’s behalf. Through their efforts, we expect our suppliers, subcontractors and other business partners to act in a manner consistent with the principles set out in our Code of Conduct, including the commitments set forth in this statement.

Oceaneering’s Commitments

Consistent with our core values, Oceaneering is committed to respecting and protecting human rights in the workplace and promoting these values in our supply chain. This commitment includes respecting all individuals and encouraging our colleagues in their efforts to reach their full potential.

Specifically, Oceaneering recognizes its responsibilities with regard to:

- protecting the health and safety of our employees, wherever we work, through a codified set of common HSE practices, underpinned by our 6 Life Saving Rules;
- complying with all applicable laws regarding slavery, human trafficking, child labor, forced labor, employee compensation and hours worked, freedom of speech, freedom of movement, collective bargaining, freedom of association and employee privacy. We do not permit the employment of underage children in our workforce or the use of forced or compulsory labor in any of our global operations;
- providing a workplace free from harassment or unlawful discrimination on the grounds of gender, race, color, ethnic origin, age, nationality, disability, religious beliefs, sexual orientation or other personal characteristics;
- developing our employees’ potential, and affording them equal employment opportunity;
- acting responsibly to minimize impacts on the environment and to make positive contributions to the communities in which we live and work; and
- selecting, monitoring and working with our suppliers, subcontractors and other business partners to promote alignment with the principles reflected in our Code of Conduct.

All our employees share responsibility for ensuring compliance with our Code of Conduct, including our human rights commitments.

Questions and Concerns

Our employees and independent contractors are encouraged to raise any concerns or questions they may have with their supervisors or any of our Human Resources, Legal or Compliance professionals, or to report them via our 24-hour helpline at www.oceaneering.ethicspoint.com.

Further Information

For more information on related policies, guidelines and statements that support our Human Rights commitments, please visit:

Our Mission, Vision and Values

<https://www.oceaneering.com/about/mission-vision-and-values/>

Code of Business Conduct and Ethics

http://s22.q4cdn.com/369103554/files/doc_downloads/governance_documents/CBCE.pdf

Life Saving Rules

<https://www.oceaneering.com/sustainability/health-safety-and-quality-hse/our-safety-culture/>

Anti-Slavery and Human Trafficking Statement

<https://www.oceaneering.com/datasheets/documents/Anti-Slavery-&-Human-Trafficking-Statement-2019.pdf>

Diversity and Inclusion

<https://www.oceaneering.com/careers/diversity-and-inclusion/>

HSE Programme

<https://www.oceaneering.com/sustainability/health-safety-and-quality-hse/hse-areas-of-focus/>

Community Support

<https://www.oceaneering.com/sustainability/social-impact/>