

ESG REPORT 2022





CARING | COMMITTED | COMPETITIVE

For our people, our vessels and the environment



INTRODUCTION from ESG Director

This ESG-report for 2022 is the third report in Siem Offshore to document our focus on Environmental, Social and Governance (ESG), and hopefully it will display our development and performance within sustainable vessel operations and related activities.

Our vision “To be the leading vessel provider and the most attractive employer within our business”, together with our values “Caring - Committed - Competitive” are still the fundamentals for our daily work, and through this report we will introduce you to the relevant sustainable activities as achieved throughout the year.

Our worldwide fleet consist of 28 vessels plus 3 vessels on ship management. Subtracting vessels on bareboat and in cold layup, this ESG Report and the climate reporting for 2022 cover 25 vessels under operational control.

The Company is ISM, ISO 9001:2015 and ISO 14001:2015 certified. We are certified DOC-holders for the following flag states: Norway, Bahamas, Cyprus, Nigeria and Canada. In addition, Secunda Canada is certified according to ISO 45001 Occupational Health and Safety. In 2023 Secunda will be re-branded to Siem Offshore Canada.

In 2021, the Siem Offshore ESG Group was established, and with appointment of ESG Director spring 2022. The ESG Group currently consists of the ESG Director, HR Director, Operations Manager, CCO, HSEQ & Compliance

Advisor, Communications Advisor and Finance Director, in addition to a representative from each region in Australia, Brazil and Canada. An important part of the group’s work is to raise the awareness regarding sustainability and include the ESG work in our daily operation worldwide.

The Company’s first ESG Strategy document was published Summer-22 and sets standards for the ESG work going forward the next years.

Social media is also considered to be an important part of the ESG-work, and to play a key role in helping us achieve our ESG goals, by distributing content that communicates our progress related to this, by focusing on bottom-up communications and the authentic stories.

As part of the upcoming requirements in EU CSRD and EU Taxonomy, PWC has assisted us in performing a Double Materiality Analysis, completed January-23. The seven selected material topics from this double materiality analysis confirms the work already being done, and gives a foundation for further work in coming years. Each chapter in this ESG Report is referring to these seven material topics.

Jon August Houge
ESG Director



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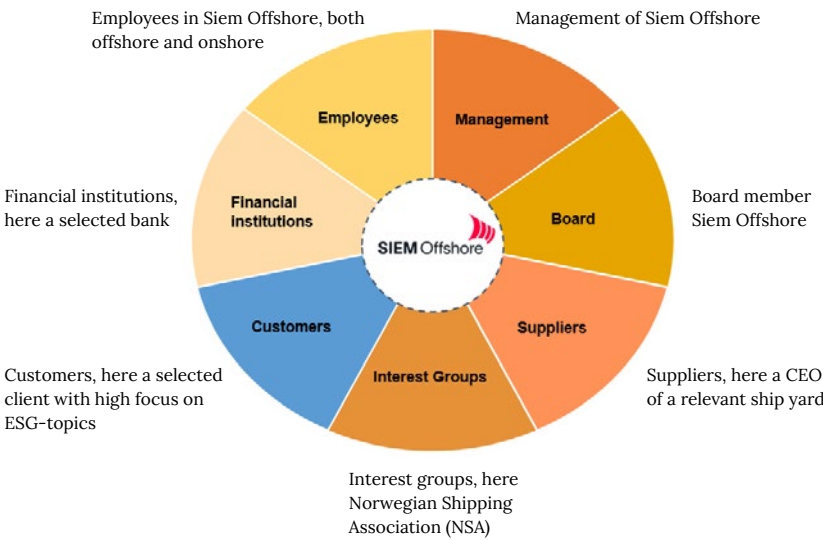
Photo: Anne Bentsen

Katie Marshall, Second Officer.

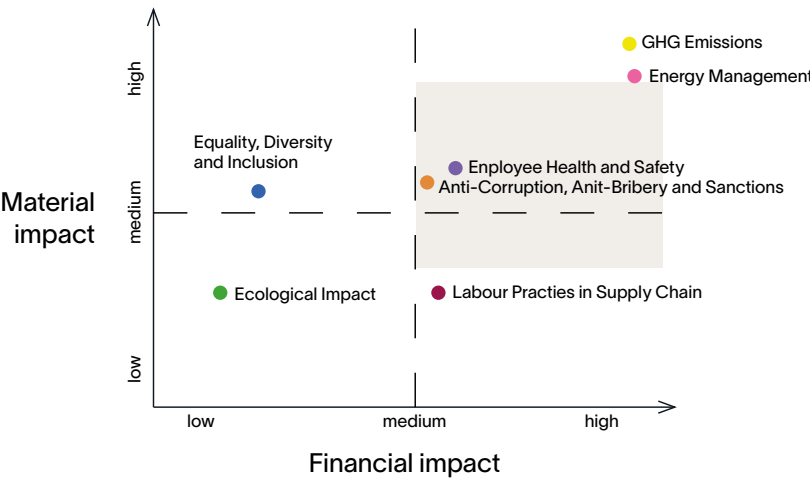
DOUBLE MATERIALITY ANALYSIS

A double materiality analysis identifies ESG-topics where Siem Offshore has an impact on the surroundings (material impact), but also where ESG-topics impacts Siem Offshore’s financial status and performance (financial materiality).

Seven key stakeholder groups have been identified and interviewed to understand the relevant material topics for Siem Offshore:



The selected seven main material topics for Siem Offshore are as follows:



E		GHG Emissions
		Energy Management
		Ecological Impact
S		Employee Health and Safety
		Labor Practices in Supply Chain
G		Equality, Diversity and Inclusion
		Anti-Corruption, Anti-Bribery and Sanctions

environmental



GHG Emissions and Energy Management

Through our Environmental Policy we confirm that we strive to minimize the impact of our operations to the environment and strive for zero spills. We report our emissions to IMO DCS and are in compliance with MARPOL Annex VI, reg. 14 and IMO Global Sulphur Cap 2020 by using low sulphur marine gas oil only.

We need a combination of solutions to reach our goals, and presently we do not have the all the answers. Through internal Key Performance Indicators, Improvement plans and Ship Energy Efficiency plans, we constantly monitor and find areas for improvement. We actively search ways to optimize the energy efficiency and reduce our carbon footprint, such as:

Siem Offshore have set the following long-term environmental goals inline with Norwegian Shipowners Association:

To cut our greenhouse gas emissions by 50 percent by 2030 compared to 2008
(Scope 1 emissions for the fleet)

Only order vessels with zero emission technology from 2030

Climate neutral fleet from 2050.

- **Shore power in port:** Presently seven vessels have 690V shore power system installed which give zero GHG emissions/local particle emissions when connected. In addition, the noise is considerably reduced for the benefit of crew and the local community.
- **Hybrid battery power system:** As per 31.12.2022 four vessels have been upgraded with hybrid battery systems; Siem Symphony, Siem Pride, Siem Thiima and Siem Stingray.
- **Regular hull cleaning:** Agreement inplace with ECOSubsea
- **Use of Høglund Ship Performance Monitor in connection with Yxney/Maress:** The system is an efficient tool, as the crew on board see immediate effect on energy efficiency measures, and shore organization can monitor and use data for further improvement. In 2022, 20 vessels are using Maress, 15 of these based on input from Høglund SPM and 5 vessels with input from Unisea Emissions.
- **Yearly fuel campaign:** Each year we run a fuel awareness campaign to strengthen the focus on energy usage onboard, ref below section.

The company keep searching for solutions to reduce our GHG emissions and carbon footprint. The software CORE is assisting us in estimating number of environmental upgrades and initiatives needed in the fleet to reach the emissions targets in 2030 and 2050.



Photo: Sten Offshore

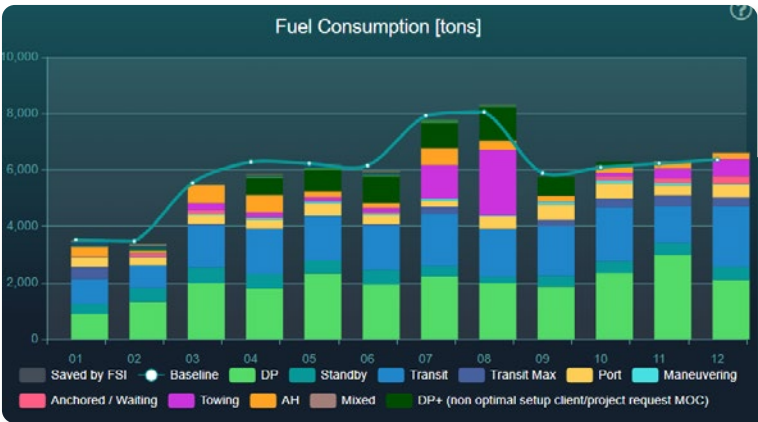
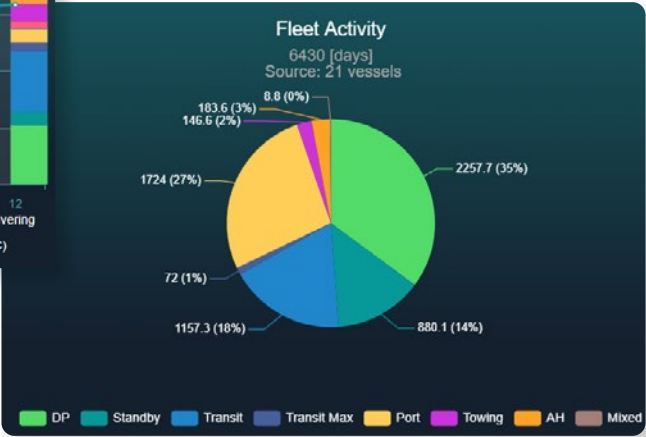


Illustration from Maress



The overall FO-efficiency result from Maress for the fleet of 20 vessels as per 31.12.2022, was 0.3% better than the expected consumption (baseline).

In more details, the year 2022 as measured by Maress has been very busy in terms of vessels days offshore, up from 63% active time in 2021 to 71% in 2022, meaning every vessel have been working offshore 260 days in average last year. This reflects also in the total FO-consumption of 68 928m3 MGO in 2021 and up to 79 277m3 MGO in 2022, a volume increase of 15%.

The LNG-ratio has decreased from 5.1% in 2021 to only 2.1% in 2022, which is due to the high price of LNG in

today's market. The shore power usage for vessels in operation (not layup) have been halved from around 0.44% of total energy mix, to 0.26% in 2022.

The operational hybrid-systems on 2 x PSV have showed its effect, down 16% and 6% respectively in FO-consumption.

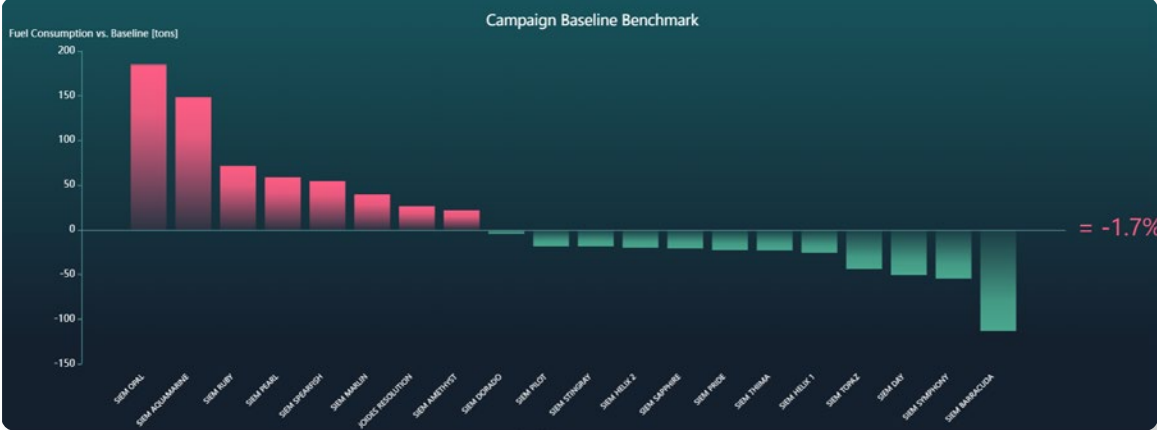
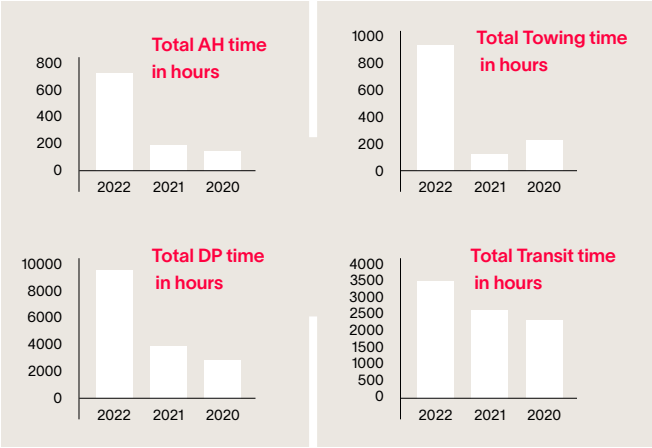


Illustration from Maress

The annual FO-campaign was held in the period 15.06 – 01.08 with results of -1.7%

The campaign was held during record-high activity, with the fleet working offshore in 85% of the total days, but still able to be within 2% of expected consumption. As seen more in detail, the AHTS-fleet had a significant

increase in anchor handling and not least towing activities which impact the FO-consumption. A lesson learned from this campaign, is to redefine the split between AH-mode and Towing-mode, especially for heading control projects.

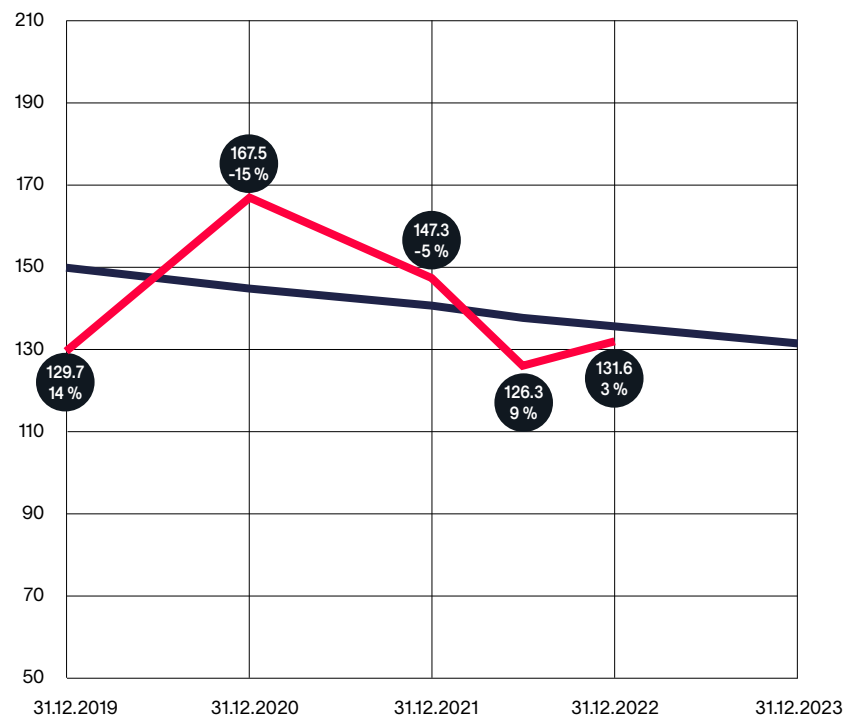


CII

The Carbon Intensity Indicator (CII) shall be the main KPI to quantify the emissions reduction targets as set in previous page. The CII defined by Siem Offshore as follows:

$$\text{CII} = \frac{\text{Total consumption (CO}_2\text{)}}{\text{total power installed x hours in operation}} = (\text{g/kWh})$$

The CII gives then an indication on how fuel efficient the vessels are during offshore operations, independent on number and type of vessels.



As seen, as per 31.12.2022 the overall CII for Siem Offshore of 131.6 is currently 3% lower than the target of 50% reduction from 2008 to 2030 (blue line).

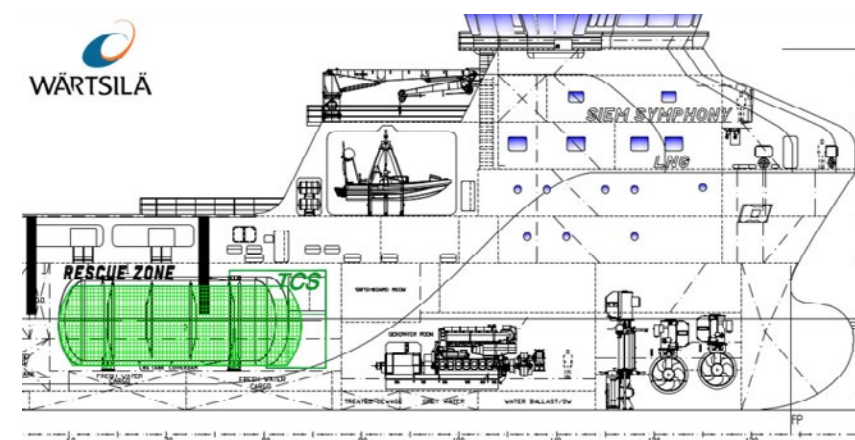


Photo: Siem Offshore

In 2022 following technical studies on use of alternative fuels were conducted:



Ammonia on PSV VS4411DF



Illustrations from Wartsila

The basis for the study was to convert the two W34DF main engines to Ammonia Dual Fuel technology with a fuel mix of up to 70% ammonia and 30% MGO. This will give at least 45-50% reduction of CO2 emissions in total. However, as the ammonia fluid cannot be stored on the

existing LNG-tank, large conversions are needed for existing vessels. In the case of a newbuild PSV with DF, it will be very interesting to use Ammonia as the second fuel, not LNG.

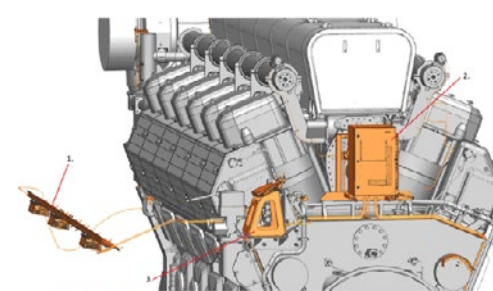
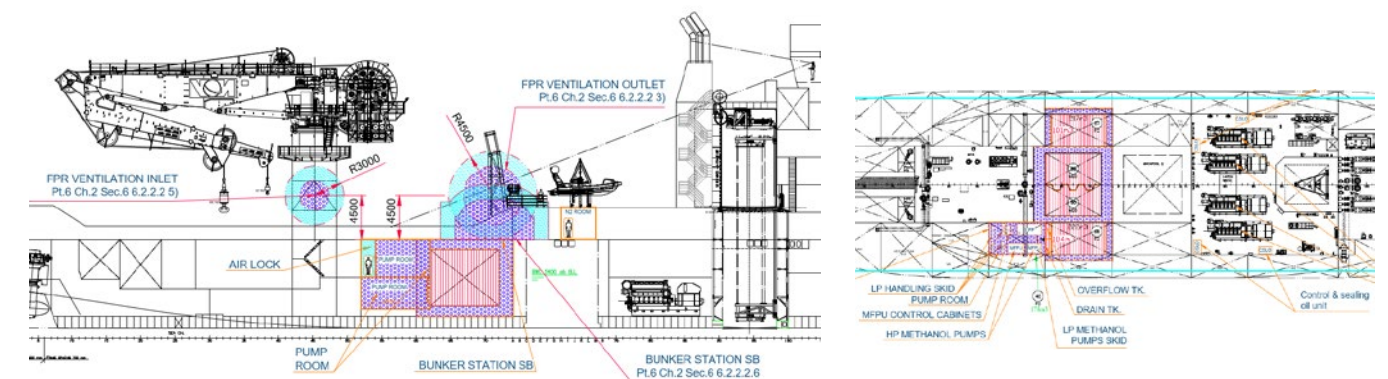


Fig. 10.3 UNIC retrofit
1. Distributed control module assembly
2. Main cable assembly
3. Local display UNIC assembly

Methanol on OSCV STX



Illustrations from Wartsila

This study was based on supply and use of green methanol, i.e. produced on a neutral well-to-wake basis. In such case, the CO2-emissions from burning methanol-fuel can be set to zero in terms of Scope 1 emissions.

Technically the concept would be to convert 2 x W6L32-engines to DF-technology, and using existing

MEG-tanks (310m3) for storage of methanol, in addition to use 1 x FO-tank for methanol handling and control. As always for alternative fuels, installation of a hybrid battery system should be done in parallel as an enabler.



Photo: Siem Offshore

Hybrid and variable speed on AHTS VS491

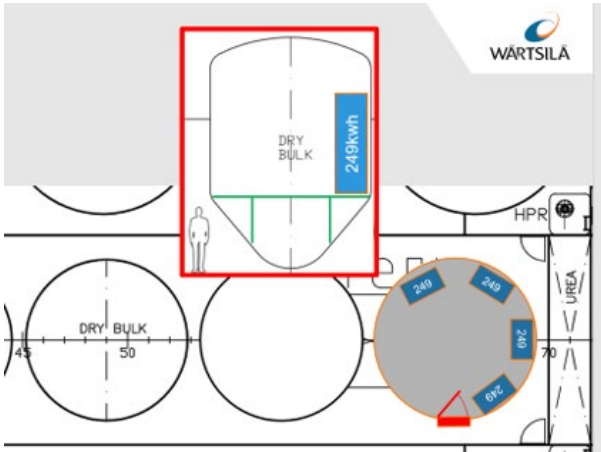
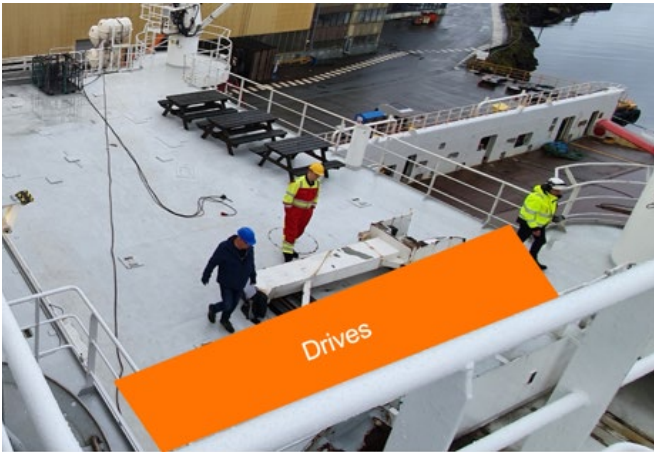


Illustration from Wartsila

To reduce emissions from the existing AHTS VS491-fleet is high priority for Siem Offshore as the average FO-consumption for these vessels are relatively high. The current study are looking into a combination of a hybrid



battery system in addition to convert one drive train to operate on variable engine speed down to 600RPM. This will increase the propeller efficiency and increase the relative load on the engine, a win-win.

Wavefoil on PSV

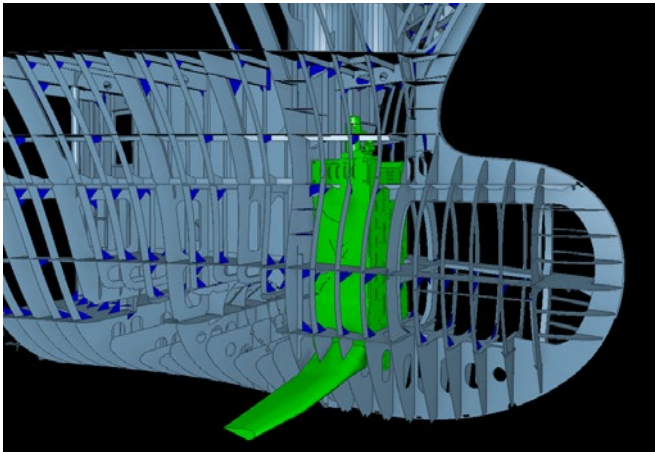
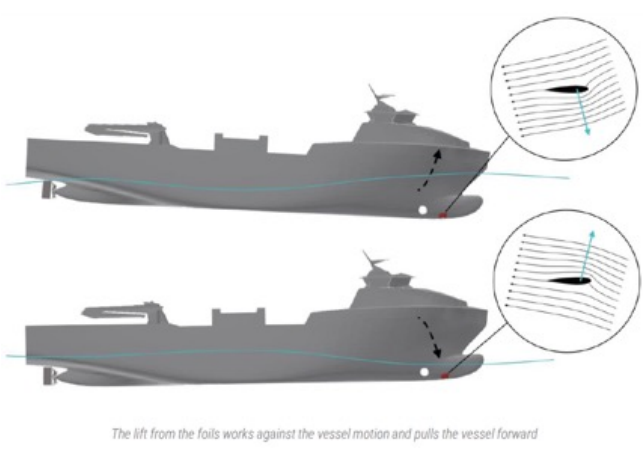


Illustration from Breeze Ship Design

This study is about reducing the energy consumption by adding wings or foils in the bow of smaller supply vessels, like the VS4411DF. When in transit and in waves, the wings are folded out and will generate a 'lift' in forward direction, in addition to dampen the pitch motion of the vessels. The station keeping in DP will also be improved.



The study shows that such Wavefoil-module will fit in the bow section, but will need to be installed during a scheduled renewal class-docking to save time and cost. Days spent in transit are also a key parameter that will decide the economics of the project.

We believe that collaboration is key to achieve the environmental goals and Siem Offshore are member of following relevant partnerships and clusters:

maress

Maress Sustainability Partnership (MSP): where the goal is to share knowledge and standardize usage among peers and competitors with similar vessels. Both the software and the MSP have received a lot of positive attention from both users and end clients.

NCE Maritime CleanTech

NCE Maritime Cleantech: A cluster organization which goal is to strengthen the cluster partner's competitiveness by developing and launching innovative solutions for energy-efficient and clean maritime activities. Member since 2021.

NOx-fondet

The Norwegian NOx Fund ('NOx-fondet'): All vessels trading in Norwegian waters have SCR-catalysators installed on board for cleaning NOx from exhaust. Member since 2009.

GCE | NODE GLOBAL CENTRE OF EXPERTISE

GCE NODE: An industry-driven cluster for ocean technologies. Based in Southern Norway, GCE NODE comprises approximately 100 companies, most of which constitute a world-leading value chain of suppliers to the oil & gas, offshore, energy and maritime industries. Member since 2022.

SINTEF

EIMar project: A SINTEF project collaborating with port authorities, grid companies, energy-companies and ship owners where the aim is to reduce emissions by making the establishment and use of shore power and battery charging facilities more attractive. Member since 2020.

Grønt Skipsstartsprogram

The Green Shipping Programme (GSP), a public-private partnership, aims to advance the Norwegian government's maritime strategies and plans. The programme's vision is to develop and strengthen Norway's goal to establish the world's most efficient and environmentally friendly shipping.

Ecological Impact

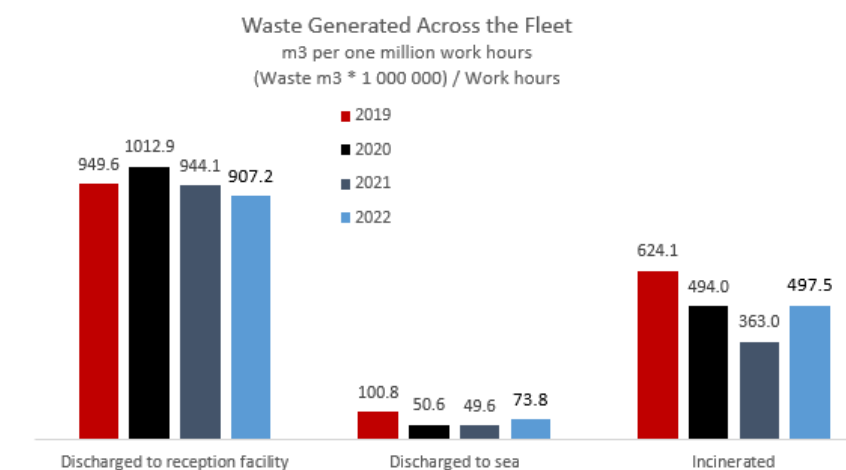
With vessels operating world-wide, biofouling management is important. We are in compliance with the IMO International Convention for the Control and Management of Ship's Ballast Water and Sediments, and all our vessels are now equipped with an approved Ballast Water Treatment Plant and a corresponding Ballast Water Management Certificate for Treatment method (D-2). We conduct regular hull inspections on board our vessels and perform hull cleaning when necessary. By having regular inspections and monitoring, we control the biofouling risk and are able to optimize our fuel performance, which benefit both our clients and the environment.

The Company has worked actively to reduce the

amount of waste on board the vessels. Several initiatives have been implemented, for instance replace single use water bottles with thermo bottles and eliminate plastic cutlery and disposable plates. Our suppliers are also encouraged to seek for environmentally friendly solutions. Waste handling is strictly regulated on board and handled according to MARPOL regulation.

Ship recycling

When vessels are recycled, we ensure to comply with all regulations in the Hong Kong International Convention, the Basel Convention, EU Ship Recycling Regulation and EU Waste Shipment Regulation. No ships were recycled in 2022 and 2021, 2 in 2020.



Environmental figures and KPI’s

Emissions

Our largest direct emission comes from the use of fuel onboard the vessels. In 2022 the total GHG emissions from 25 operational vessels amounts to 264 965 metric Tons CO² equivalents.

Please note the new EEXI and CII-regulations entering into force in 2023 are not yet applicable for offshore vessels, hence the standard IMO accounting metric used for GHG emission intensity is not suitable.

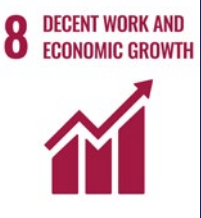
Topic	Accounting metric	2020	2021	2022
Climate risk and climate footprint	No of vessels in operation	21	26	25
	Hours in operation	86.478	123.381	149.122
	Gross global Scope 1 emissions			
	CO ² equivalents in metric tonnes (t)	211 792	229 131	264 965
	Operational approach	CO ² _e	CO ² _e	CO ² _e
	Carbon Intensity Indicator (CII)			
	CII = $\frac{\text{Total consumption (CO}^2\text{)}}{\text{total power installed x hours in operation}}$ = (g/kWh)	167.5	147.3	131.6
	Hours in operation: DP/transit/AH, not in port or idle. Total CO ² -emission in grams			
	Energy mix			
	Total amount of energy consumed as an aggregate figure (in gigajoules/GJ)	3 085 810	3 334 910	3 732 721
	Energy consumed from heavy fuel oil in %	0	0	0
	Energy consumed from marine gas oil in %	94.0	94.3	97.9
Air pollution	Energy consumed from LNG in %	4.7	4.5	1.9
	Energy consumed from renewable/low-carbon energy in %	1.3	1.2	0.2
	Other air emissions			
	Emissions of other significant air pollutants, i.e. NOX, SOX, PM			
	Nitrogen Oxides (NOx) [t]	2 410	2 684	3 303
	Sulphur Oxides (SOx) [kg]	73 061	79 166	94 009
	Particular Matter (PM) [kg]	94 802	102 724	121 984
Ecological impact	Number and aggregate volume of spills and releases to the environment			
	No. of oil spill	2	3	0
	Aggregate volume	0.15	0.014	0
Waste	Total waste in m ³	5 648	5 819	6 912

Scope 2: Electricity all locations			
Location	kWh	Factor	
Norway	416 915	8 g CO ² /kWh	equal to 3.20 Te CO ²
Brazil	100 000	350 g CO ² /kWh	equal to 35.00 Te CO ²
Canada	75 734	275 g CO ² /kWh	equal to 20.83 Te CO ²
Australia	60 000	300 g CO ² /kWh	equal to 18.00 Te CO ²
sum	652 649 kWh		77.02 Te CO ²

Scope 3: CO ² -emissions from air travels Siem Offshore AS – Onshore and Offshore			
Area	Number of one way tickets	Kg CO ²	Km Total
Domestic	1 963	161094	999 430
Europe	1 928	445 497	3 070 160
Intercontinental	1 597	2 002 811	15 287 767
Grand total	5 488	2 609 400	19 357 357



S social



Employee Health and Safety

Siem Offshore clearly states our commitment to provide a safe and harassment free workplace in our policies “Health and Safety Policy” and “Personnel and Crew Management Policy”. The Health and Safety for our employees continue to be our top priorities!

Safety at work is a continuous job and affect all employees, both on- and offshore. As described in our Health and Safety Policy:

“Everyone has the obligation to stop or delay activities that may place him/her or others at risk of being injured, or which could lead to harm to the environment or damage to the equipment.”

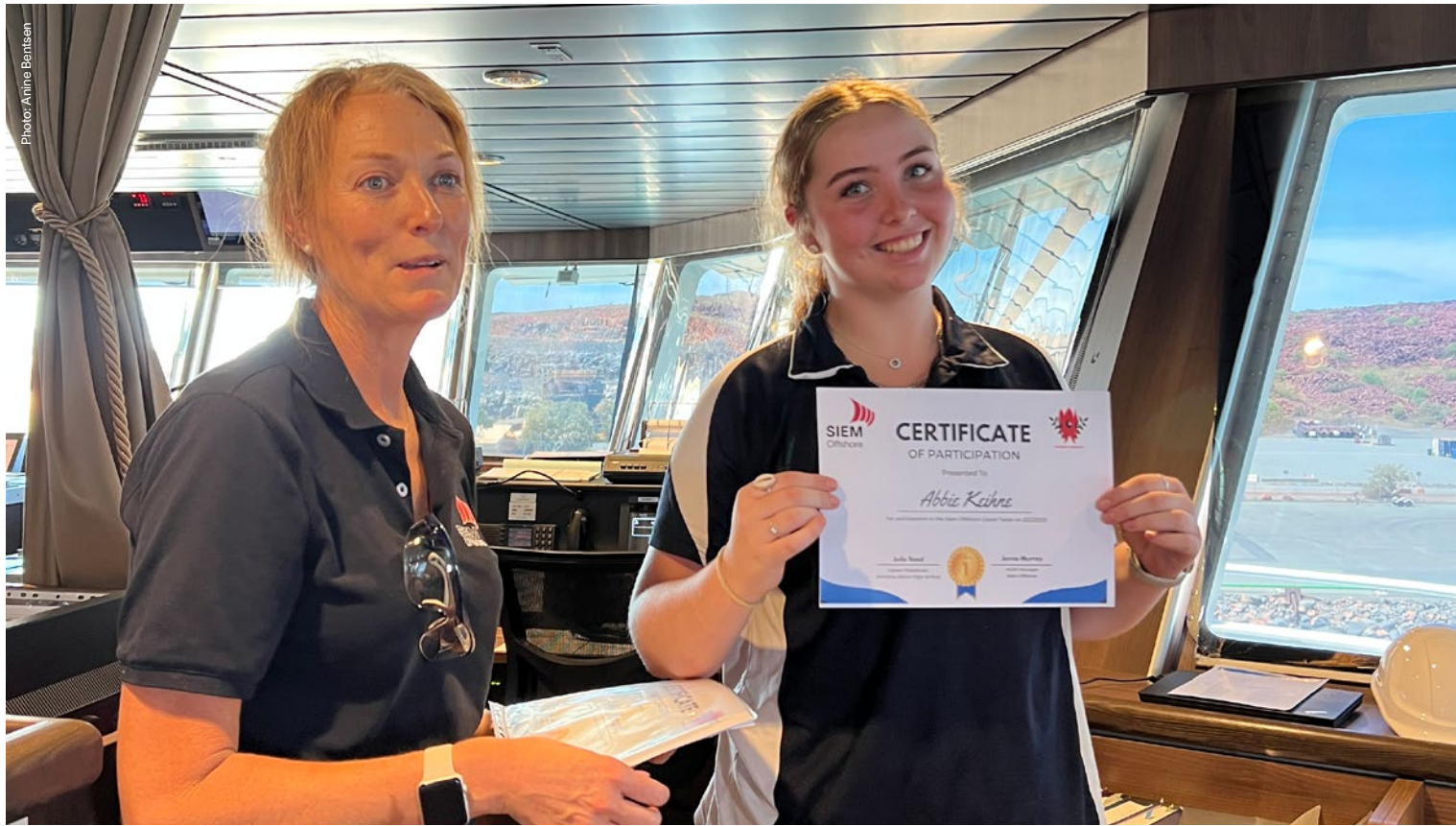
The Company has a well implemented reporting system to ensure that all incidents, accidents, near misses and safety observations are thoroughly followed up. Root cause analysis is an essential part of the investigation, to mitigate risk and prevent further occurrences.

Through regular safety meetings on board, all employees play an active and important role to create a safe working place. Lessons learned circulars, sharing of experience and safety campaigns are important tools in the safety work and distributed regularly throughout the fleet.

We have procedures in place for management of contractors and prequalification of yards, to ensure that health and safety issues are in compliance with our standard for employees outside our organization. See also section below on Labour Practices in Supply Chain.

We ensure that all our seafarers have good working conditions according to international regulations, conventions and industry standards. The various regulations cover conditions of employment, medical care, social security protection as well as standards for accommodation, recreational facilities, food and catering on board. All vessels operating in international waters are in compliance with MLC (Maritime Labour Convention).

In terms of security, Siem Offshore has a stand-alone Security Policy, stating the commitment to provide a secure working environment for all personnel. The Company is organized and certified in accordance with the International Ship and Port Facility Security Code (ISPS). All our ships are issued with flag state approved security plans. When transiting conditional- and High-Risk Areas they are prepared and hardened in accordance with ‘Best Management Practice 5’ (BMP5) and ‘Best Management Practice West Africa’ (BMP WA) in addition to measures recommended by insurance companies and other stakeholders. Security measure in regards to crew travel are laid down in ‘Travel Journey Management Plan’. All measures are based on up-to-date information and assessments from reliable sources.



Jenna Murray (HR Manager Australia) and student Abbie Kiehne. From school visit on board Siem Thiima.

In the early phase of 2022, the COVID-19 pandemic was still affecting the Company, and most of all our Seafarers. The last and final revision of the COVID Management Plan was issued 07.March-22. With the pandemic more under control, we were finally able to arrange the Officer Conferences in August and September 2022, with very good feedback from the seafarers.

Labour Practices in Supply chain

The Transparency Act which entered into force 01.07.2022 for Norwegian companies sets requirements on human rights throughout the supply chain. Siem Offshore has already a Human Rights-policy in place as published in the Corporate Code of Business Conduct “The Siem Way”, ref next section on governance. Next step will be to perform a high-level risk assessment on the supply chain, called Human Rights Impact Assessment (HRIA), followed by an Action Plan for identified high-risk activities. Already identified as high risk, is the shipyards especially outside of Europe. Hence, as part of the work by the Dry-docking team in Siem Offshore, all relevant shipyards have already been audited including a section on Human Rights. For other suppliers of goods and services, the organization

Incentra will provide Human Rights Assessment of the main vendors and suppliers, which data and results can be reviewed by all members such as Siem Offshore. During first part of 2023, Siem Offshore will as part of the requirements in the Transparency Act document and publish the results and findings from the various human rights assessment.

Most of our seafarers are not directly employed, hence Siem Offshore cooperates with several crewing agencies, which allow us to have competent personnel on all our vessels worldwide. This include use of local content, where required. To ensure good quality and proper conditions for the seafarers, all crewing agencies cooperating with Siem Offshore are certified in accordance with the Maritime Labour Convention, in addition to ISO 9001 certified. Evaluations and follow-up meetings, in addition to audits where appropriate, are conducted on a regular basis to keep continuous focus on quality and labour rights.

Siem Offshore supports freedom of association and the right of collective bargaining. Some of our regions have regular meetings where representatives from the various trade unions and representatives from the Management Team attend. Main topics are safety issues and a general brief from the various departments and unions. The climate between the unions and company has always been fruitful and based on mutual respect.

Equality, Diversity and Inclusion

Gender diversity is a focus area for the Company. In 2021 we completed a mapping of the 107 employees in our offices and 135 seafarers in Siem Offshore Crewing, with gender, age, part time employment, and salary, towards the defined employee levels 1-5 (see Definition-chapter for details). This data was presented in the ESG Report for 2021 and formed basis for setting target and KPI's in the ESG Strategy as follows:

KPI on gender diversity offshore:

- Female seafarers in Level 3 & 4 (Jr. Officers & AB's): 10% in 2025 and 20% in 2030

KPI on gender diversity in office:

- Women in Level 1: 20% in 2025 and 40% in 2030
- Women in Level 2 & 3: 30% in 2030 and 40% in 2030

Status for 2022

The diversity mapping has been extended to include seafarers from all crewing agencies and all Siem-companies, giving mapping of total 1065 seafarers as per 31.12.2022. The diversity results are given as follows.

1065 employees offshore, of which:

- 36 women – 3.4% of total
- 1029 men – 96.6% of total

The age and gender distribution between Level 1 to 5 for the seafarers are as follows:

Offshore	Avg age	Male	Female
Level 1	48	100%	0%
Level 2	41	97%	3%
Level 3	42	95%	5%
Level 4	44	99%	1%
Level 5	42	89%	11%
TOTAL	43	96.6%	3.4%

114 employees onshore, of which:

- 41 women – 36% of total
- 73 men – 64% of total

The office gender distribution between Level 1 to 5 are as follows:

Onshore	Male	Female
Level 1	100%	0%
Level 2	100%	0%
Level 3	89%	11%
Level 4	40%	60%
Level 5	41%	59%

(Please note reporting of differences in salary for onshore staff is not allowed due to less than 5 employees in each category)

Apprentices

In line with our “Personnel and Crew Management Policy” we continue our effort to give young people an opportunity and recruit young Seafarers to our fleet. Young apprentices serve their sea time on board (mainly two years), in order to receive their Certificate of Proficiency. Since 2010, the Company has given 91 young people a possibility to stay on board as Apprentices. Many of them are still in our fleet. Some as Able Seamen or Motormen, but some have also continued their education and have become Officers. In 2022, 12 apprentices served their sea time on board our vessels.

Student work placement onboard

Every year since 2010 several high school students have had their work placement on board Siem Offshore vessels. This is a partnership with Kvadraturen videregående skole, a local high school in Kristiansand, Norway, and is one of our initiatives to contribute to recruitment of young people to the maritime industry. This year, we had a total of six students on board the Siem Symphony, Siem Opal and Siem Pearl, of which 3 of them were female.



Photo: Anne Berntsen

Donation to Maritim videregående skole Sørlandet

In 2022, Siem Offshore donated NOK100.000 to Maritim videregående skole Sørlandet (Southern Maritime High School) and their training vessel MS Lofoten. The funds were dedicated to recruitment of new students.

Attracting the next generation to the maritime industry is a prominent issue. Siem Offshore wants to contribute to more young people joining the industry, and to succeed, we believe that all segments of our industry, including education institutions, should work more closely together and be more proactive.

Maritim videregående skole Sørlandet is a unique maritime high school for teenagers 16-18 years old. Besides theory and practice, the students live on the training vessel where they learn to take responsibility, respect the other students and the practical work required to operate and maintain a vessel. Here, the students get to experience life at sea already during their education, which provides a good basis for their apprenticeship as an able seaman or motorman.

Siem Offshore teams up with Christian Radich Sail Training Foundation on new education program

During spring 2023, Siem Offshore will team up with the Christian Radich Sail Training Foundation on a new education program, intended for unemployed youth facing social exclusion and who wants a career at sea. After completing the course, Siem Offshore will hire two of the participants as extra crew, where they will get the training needed to become certified as ordinary seamen.

The participants attending the program must have completed the so-called Windjammer program, where they spend a month at sea on board SS Christian Radich. Here they get to develop and challenge themselves and discover their strengths. Prior experience shows that 5-10% of the youths develop an interest in working at sea, which has formed the background for this course.

Throughout 2023, the Foundation hopes to conduct two courses of eight participants in each. They will stay on board SS Christian Radich for four months, which corresponds to six months of approved sailing time. They will go through a safety course which is required to get the approvals needed to work on board. While on board, they will also learn about discipline, responsibility and how to relate to other people, in addition to basic seamanship, HSE and regulations.

The first course starts up in January 2023. Afterwards, two of the participants will continue working on Siem Offshore vessels, to become certified as ordinary seamen.



Photo: Torje Selvåg

Tall Ships Races – Sponsorship for youth voyage

In 2023 Siem Offshore will sponsor Tall Ships Races' youth voyage from Lerwick-Arendal with two seats. The seats are intended for two of Siem Offshore's apprentices. The main aim of the voyage is to provide youth aged 15-25 with an unforgettable sailing experience where they can develop valuable life skill. The youth will spend 6 days on a tall ship, together with others from different countries, cultures, and religions. We believe in the benefits sail training has in youth development, and we also hope this initiative will help recruit more youth to the industry.

Scholarships to Marine Institute Canada

Secunda Canada awards two \$2,500 scholarships to students at the Marine Institute, St. John's NL and three \$1,000 bursaries to students at Nova Scotia Community College, all who must be in academic good standing and who self-identify as being a designated group member. The award recipients are offered cadet positions onboard our vessels to complete their work terms to successfully graduate from their programs of study.

Green Marine membership

Secunda Canada is certified in good standing as a Green Marine member. Green Marine is the leading environmental certification program for North America's maritime industry. It is a voluntary initiative that helps its participants to improve their environmental performance beyond regulations. Green Marine targets key environmental issues related to air, water and soil quality, and community relations.

Green Marine shipowner performance indicators:

- Aquatic Invasive species
- Cargo residues
- Greenhouse gas emissions
- Oily Discharge
- Pollutant Air Emissions NOX
- Pollutant Air Emissions SOX & PM
- Ship Recycling
- Underwater Noise
- Waste Management



School visits on board
 Siem Offshore Australia organizes school visits with students from Karratha Senior High School, WA. The purpose of the visits is for the students to learn about the different career pathways and options in the maritime industry.

Nautical Skills Competition

Secunda Canada is a sponsor of the Nautical Skills Competition (NSC) which is a series of challenging exercises designed to test knowledge and ability in maritime skills in a fun and competitive environment. Founded by the Master Mariners of Canada’s (MMC) Newfoundland and Labrador (NL) Division, in collaboration with the Fisheries and Marine Institute of Memorial

University, the NSC is designed for Nautical Science cadets at the post-secondary level, in an effort to promote the maritime sector, encourage team building and professionalism, and to foster a culture of safety. Two Secunda Canada employees are members of the Master Mariners of Canada and will volunteer as judges at the annual NSC in March 2023.

Social figures and KPI’s

HR-department calculate retention rate and sick leave for on- and offshore personnel. The statistics are distributed to the companys Management team and our Board of Directors on a quarterly basis.

- In 2022 the retention rate of on- and offshore employees was greater than 70%.
- The sick leave rates for both on- and offshore employees are well below the different countries average sick leaves.

Sick leave			
Offshore	2020	2021	2022
Norway	6.27%	1.60%	1.63%
Brazil	9.25%	1.19%	0.47%
Canada	9.63%	3.31%	3.97%
Office			
Norway	0.12%	0.60%	0.74%

Relevant social figures as per NSA guidelines				
Topic	Accounting metric	2020	2021	2022
Accidents, Safety and Labour Rights	Exposure hours	4 325 183	4 288 955	4 455 180
	LTI Rate	0	0.23	0.67
	TRI Rate	1.16	0.93	1.57
	Marine Casualties	0	0	0
	Port State Control			
	No. of PSC-controls			13
	No. of detentions	0	0	0
	No. of deficiencies	5	2	19



G governance



■ Anti-Corruption, Anti-Bribery and Sanctions

It is the policy of Siem Offshore to maintain the highest level of ethical standard in the way we conduct our business. We fully support the UN Global Compact Guiding Principles related to Human Rights, Labour, Environment and Anti-Corruption. The company has taken several actions to work towards a transparent, ethical and corruption free business.

Our Corporate Code of Business Conduct “The Siem Way” gives guidance on how to behave when conducting our daily business activities related to human rights, sexual harassment, whistleblowing, fair and equal treatment, conflict of interest, anti-bribery, anti-corruption, antitrust and competition, trade restrictions, export controls, boycott regulations and insider trading.

Introduction to the Code of Business Conduct and other relevant policies is part of the Employees Introduction programme and is also applicable to partners and suppliers. “The Siem Way” is available on our website: www.siemoffshore.com

Siem Offshore has stand-alone policies related to HSEQ, Security, Information & Communication Technology, Anti-Bribery, Modern Anti-Slavery, Anti-Money Laundering, Conflicts of Interest, Competition Compliance, Dealing and Sanctions.

A separate whistleblowing policy is in place which aim is to provide an internal mechanism for reporting, investigating and remedying any wrongdoing in Siem Offshore. In 2022 2 reports were received. Several procedures ensure that our Suppliers and

Major Contractors fulfil our requirements described in our Code of Business Conduct. To strengthen the Supply Chain Management, the Company in 2021 entered into an agreement with the procurement organization Incentra. Incentra is owned by Norwegian shipowners and ship managers with goal is to establish and manage long term framework agreements with quality suppliers. Incentra performs prequalification and audits of all suppliers, to secure that the quality standards are met, including performing human rights assessment as set out in the above mentioned Transparency Act.

The Company keeps high attention towards third parties. To ensure that our business partners meet all our expectation and operate within the law, a dedicated Compliance Advisor conduct risk based due diligence before new contracts are entered. The online system Dun & Bradstreet is used to access information about a company's credit and risk, as well as family tree. Refinitiv World Check One is used for due diligence in order to screen counterparts regarding sanctions and other penalties.

Siem Offshore has a zero tolerance for bribery and corruption. To maintain a continuous focus, yearly mandatory anti-bribery training is implemented for all Seafarers. Onshore staff complete bribery prevention and economic sanctions courses. The training is mandatory for all Employees and will be conducted yearly.

According to NSA guidelines, any visits or activities in countries rated bottom 20 of the Transparency International's Corruption Perception Index (CPI) shall be reported as a corruption risk. As per the CPI-index for 2022, Democratic Republic of the Congo is rated at a CPI-score of 20 which corresponds to bottom 15th place on the global rankings. Siem Marlin and Siem Spearfish in 2022 had one port call each in Pointe-Noire, Democratic Republic of the Kongo.

Relevant governance figures as per NSA guidelines

Topic	Accounting metric	2020	2021	2022
Business	Corruption risk	0	0	2
	Facilitation payments	0	0	0
Ethics	Fines	0	0	0
	No. of due diligence performed	45	58	32



Photo: Siem Offshore



Photo: Siem Offshore

OUTLOOK

As the safety of our crew is the most important to us, we will continue the safety work and are committed to improve the negative HSE-trends as seen in 2022.

The Double Materiality Analysis as facilitated by PWC Norway will form basis for the ESG work going forward with special focus on the seven selected material topics.

We will continue to evaluate future alternative energy sources for our vessels, such as e.g. hydrogen based fuels, and the applicability the various alternatives have from a technical and environmental perspective, both for retrofit-projects and for newbuilds.

We will continue to improve vessel monitoring and environmental performance through exploitation of digitalized solutions, allowing increased efficiency and subsequent reduced emissions.

We will continue to conduct annual anti-bribery training for all Seafarers and shore personnel, to ensure focus and awareness.

As seen during the mapping in 2022, the age of the seafarers are increasing, and recruitment of younger seafarers will be an important area to focus on in the years to come.

The ESG Reporting tool as being developed by Metizoft is planned to be launched in 2023, with the intention to make automatic and more frequent reporting of ESG-numbers and KPI's.

The impact and consequences of the new regulations from EU such as EU Taxonomy and EU Corporate Sustainability Reporting Directive (CSRD) will be mapped and identified in 2023. Current schedule indications are that EU Taxonomy will be applicable for Siem Offshore for fiscal year 2023 and EU CSRD for fiscal year 2024.

DEFINITIONS

Work Hours
Represent the total number of work onboard based on 24 hours per day for all marine crew.

Waste generated across the fleet
Waste [m3] x 1 000 000 / Work hours

Carbon Intensity Indicator (CII)
 $CII = \frac{\text{Total consumption (CO}_2\text{)}}{\text{total power installed} \times \text{hours in operation}} = \text{g/kWh}$

TRI Rate (TRI)
TRI means Total Recordable Injuries and include Lost Time Injury (LTI), Medical Treatment (MTI) and Restricted Work Case (RWC), ref IMCA SEL 09/07. The TRI-rate is calculated as follows:
 $TRI = \frac{LTI + MTI + RWC}{\text{Work hours}} \times 1\,000\,000$

Retention Rate
The office retention rate is calculated as follows:
 $100 - \frac{(A - B) \times 100\%}{E}$
Where A= Number of terminations from whatever cause, B = number of unavoidable terminations (incl retirements, long term illness and organizational changes) and E = number of all employees who were employed at the beginning of the year.

Level 1-5 for seafarers

Level	Position	Comment
1	Captain / OIM / Chief Engineer	
2	Chief Officer / 2 nd Officer / 2 nd Engineer / ETO	2 nd Off = 1. styrmann 2 nd Eng = 1. maskinist
3	3 rd Officer / 3 rd Engineer / Ch Steward (Cook) / Bosun	3 rd Off = 2. styrmann 3 rd Eng = 2. maskinist
4	AB / Crane Operator / Fitter	
5	Steward / Stewardess	

Level 1-5 for office employees

Level	Position
1	Corporate Management
2	Directors / Department leads
3	Managers
4	Advisors and controllers
5	Coordinators and administrators

All other definitions as per “Norwegian Shipowners Association – Updated Guidelines ESG Reporting 2021”.

DISCLAIMER AND REFERENCES

This report covers the period 01 January – 31 December 2022. Information provided in the report is based on best available data at the time the report was issued and to the best of our knowledge.

The figures and numbers in this report include vessels on ship management, in addition to owned vessels from Siem Offshore AS, Siem Offshore do Brazil and Secunda Canada LP. The fleet consist of 28 fully and partly owned vessels, in addition to 3 vessels under ship management. Of these, 4 vessels were in long-term layup during 2022 and 2 vessels on bareboat contract or other ship management which are excluded here. Hence, this ESG Report, and the climate reporting for 2022, will cover 25 operational vessels under control of Siem Offshore Inc.

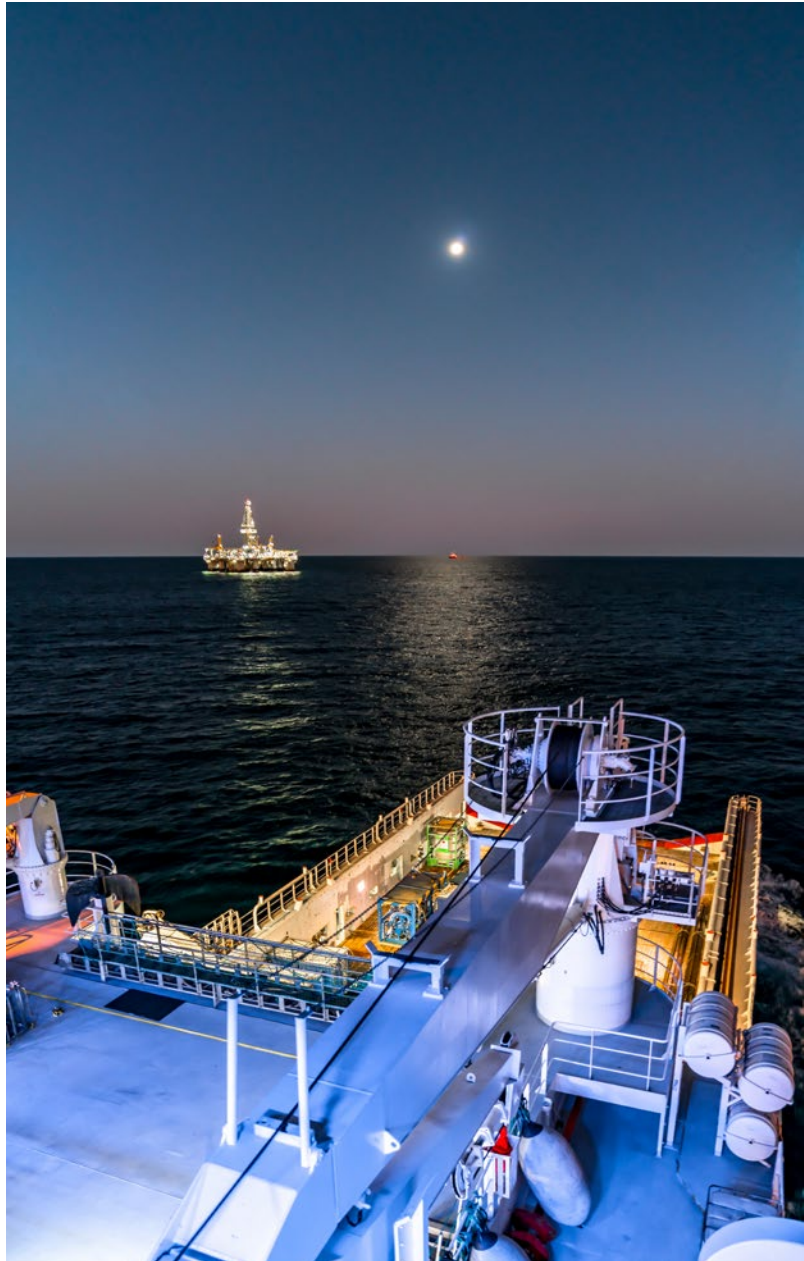
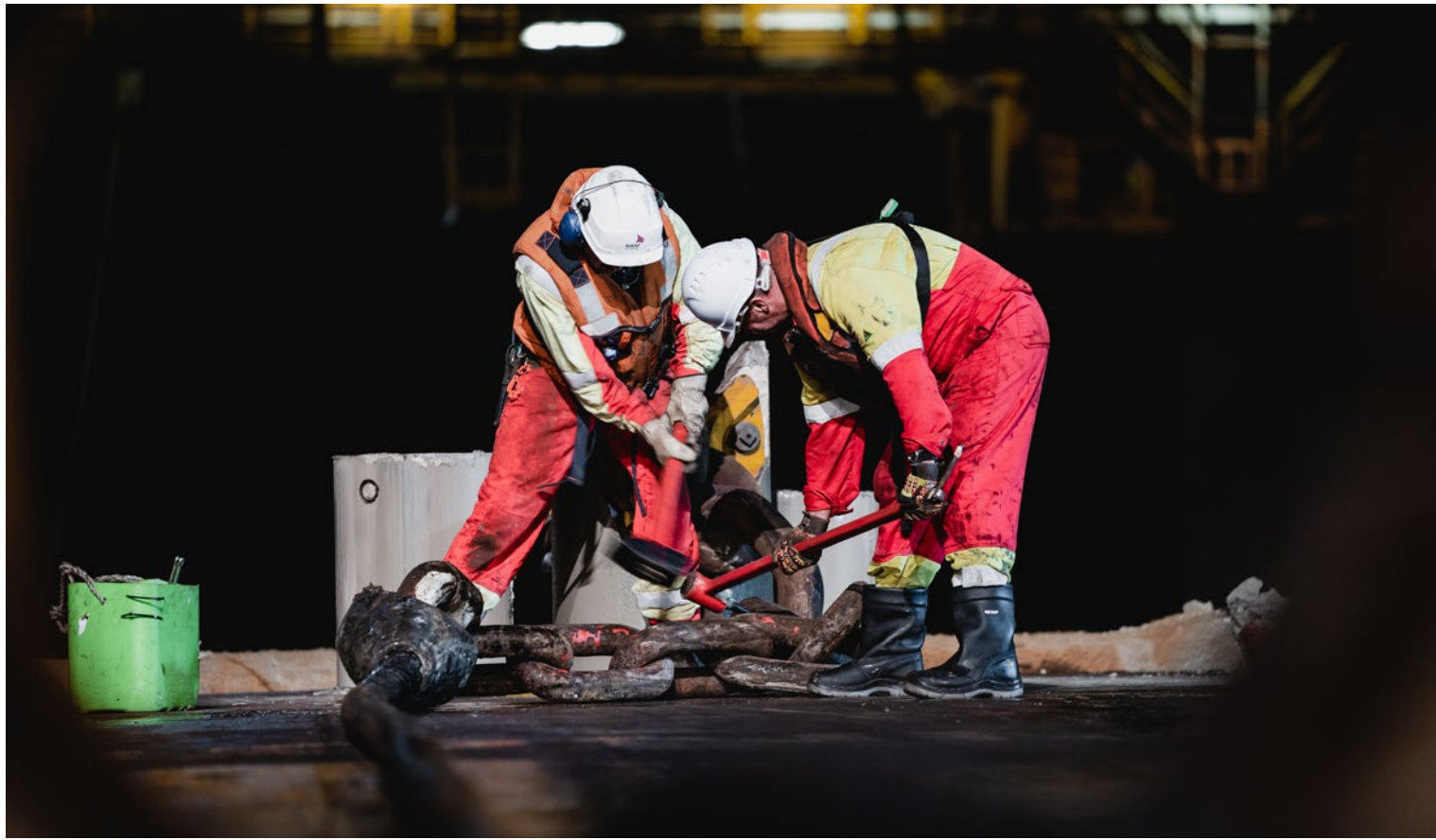
References
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[Norwegian Shipowners' Association ESG Guidelines](#)
<https://ec.europa.eu/environment/waste/ships/list.htm>
https://www.sasb.org/wp-content/uploads/2018/11/Marine_Transportation_Standard_2018.pdf



Photo: Siem Offshore



Siem Barracuda working as a bubble curtain vessel on new wind farm project in Taiwan to protect the marine life from high noises during piling operations. The deck is loaded with compressors to generate sufficient air pressure to make the wall of air bubbles around the monopile and installation barge.





CARING | COMMITTED | COMPETITIVE

For our people, our vessels and the environment



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