

# **Helix Energy Solutions Group, Inc.**

## **Statement on Human Rights**

### **Introduction**

Helix Energy Solutions Group, Inc. and its subsidiaries (the “Company”) are committed to our responsibility to respect and protect human rights everywhere we operate. We aim to conduct business honestly and promote our values throughout the supply chain by working under a consistent and high set of standards. To this end, we commit to respect human rights as set out in the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization’s (“ILO”) Declaration on Fundamental Principles and Rights at Work.

### **Commitments**

We recognize our duty to conduct business in such a way that respects the rights and dignity of all people. As such, we commit to:

- Providing a safe and healthy workplace of equal employment opportunity that is free of all forms of harassment, including sexual harassment;
- Prohibiting discrimination or harassment based on race, religion, color, national origin, age, sex, gender, sexual orientation, gender identity, disability, marital status, veteran status, genetic information or any other basis that would be in violation of any applicable federal, state, local or international law;
- Respecting, protecting and supporting the rights of women and minority groups;
- Freely chosen employment in compliance with applicable laws, and prohibiting slavery, corporal punishment, servitude, forced and compulsory labor, human trafficking, and child labor;
- Water as a fundamental human right;
- Complying with all applicable laws regarding human rights, including fair labor standards;
- Respecting ILO labor standards, including the freedom of association (set forth in ILO 87) and right to collective bargaining (set forth in ILO 98), including the right to join or form trade unions without fear of reprisal, intimidation or harassment;
- Promoting a safe and healthy workplace;
- Respecting the environment and natural resources and encouraging the use of environmentally friendly technologies to respect the biodiversity of the locations in which we operate;
- Respecting the local communities in which we operate, including vulnerable, marginalized and indigenous groups;

- Providing protection for our employees and assets without infringing on the human rights of others, with security arrangements designed to be appropriate based on the circumstances and consistent with international standards and applicable laws;
- Working with suppliers, vendors and other business partners that respect internationally recognized human rights;
- Providing fair and equitable wages and benefits in accordance with local laws; and
- Providing formal and informal training sessions, both in-person and through online courses, on our Code of Business Conduct and Ethics (our “Code”), anti-human trafficking and anti-corruption regulations, environmental, social and governance awareness and other similar topics.

### **Application**

All Company directors, officers and employees share a responsibility in upholding and enforcing these commitments, our Code and our Anti-Corruption Policy. In addition, we endeavor to work with agents and representatives globally, including consultants, suppliers, distributors, joint venture partners and other business partners (“Representatives”) who share similar values and who promote alignment with the principles set forth in this statement. We expect our Representatives to respect human rights, align with applicable international standards and adhere to the spirit and intent of these commitments.

### **Approach**

We integrate onboarding, training, management, due diligence and reporting to identify, prevent, mitigate and take prompt corrective action to address compliance issues. All employees are expected to promptly report any concerns about compliance with laws, our Code and other Company policies. Grievance mechanisms are available at all levels of our organization, including our anonymous reporting hotline, which is a multilingual, 24-hour service operated by an independent third party.

To the extent the United Nations or ILO standards referenced herein conflict with applicable federal, state and/or local laws and regulations of the United States, the United Kingdom, Brazil, Singapore or the location of operation, the Company complies with applicable federal, state, and local laws and regulations, and will continue to follow processes that seek ways to honor the principles of international human rights.

This Statement is periodically reviewed for updates by our General Counsel and external advisors.

### **Communities and Stakeholders**

Helix recognizes its responsibility and opportunity to promote human rights in the communities in which we operate and serve. We seek to make positive contributions to these communities,

identify actions that may adversely impact human rights and take appropriate steps to avoid, minimize and/or mitigate them. We seek consistent communication with communities, regulatory bodies and public authorities that align with both our ethical and human rights commitments.

### **Questions and Concerns**

Any questions or concerns regarding this Statement may be raised to a supervisor, our General Counsel, Compliance Officer or Human Resources Departments, or by calling or logging in to our anonymous reporting hotline, available at 1-800-461-9330 or at the [HESG Reporting Hotline](#).