

Helix Energy Solutions Group, Inc. Supplier and Vendor Expectations

Helix Energy Solutions Group, Inc. and its subsidiaries (the “Company”) are committed to working with suppliers and vendors who are responsible in their environmental, economic and social activities. We strive to work with suppliers and vendors that are committed to the principles set out in these Expectations.

Specifically, we expect suppliers and vendors to:

- Comply with all applicable environmental, health and safety laws and regulations;
- Protect the environment and promote sustainable business practices;
- Provide a healthy and safe workplace of equal employment opportunity that is free of all forms of harassment or unlawful discrimination;
- Refrain from engaging in bribery, corruption, money laundering or unethical practices;
- Support fair competition and comply with applicable antitrust and competition laws and regulations;
- Comply with applicable trade laws and regulations;
- Comply with all applicable wage and hour laws;
- Avoid conflicts of interests between personal and business interests;
- Respect the human rights of all people as set out in International Labour Organization (“ILO”) labor standards and UN Guiding Principles on Business and Human Rights, including no use of forced labor, human trafficking, child labor or slavery;
- Not source materials from supply chains with human trafficking and take reasonable efforts to assure that its own suppliers comply with this requirement;
- Respect ILO labor standards, including the freedom of association and right to collective bargaining;
- Protect the Company’s information, including the confidential, proprietary and intellectual property rights of the Company;
- Not use or share our or our customers’ confidential information for illegal or unethical purposes;
- Require periodic self-assessments of their operations and audits of their supply chain to ensure its and its representatives’ compliance with the principles set out in these Expectations;
- Comply with our end client’s policies and procedures, as may be required; and
- Establish and enforce their own business code of conduct and ethics.

Suppliers and vendors are also expected to review and become familiar with the Company's Code of Business Conduct and Ethics, Statement on Human Rights and Anti-Corruption Policy. Current versions of these documents can be found on the Company's website. Any concerns regarding the actual or potential violation of these Expectations may be raised by calling or logging in to the Company's anonymous reporting hotline.

These Expectations are in addition to, and not replacements or substitutes for, applicable laws nor contractual obligations of suppliers and vendors. The Company reserves the right to audit compliance with these Expectations, and failure to comply with these Expectations may result in termination of our business relationship.