



Policy on Labor and Human Rights

Hornbeck Offshore is committed to conducting business in a responsible and ethical manner that respects human rights and that achieves good and fair labor conditions in our own operations and in our supply chain. We abstain from practices that could give rise to risks of forced or involuntary labor, human trafficking, and other practices prohibited by the UK Modern Slavery Act 2015. We require, of ourselves and our suppliers, full compliance with applicable laws, regulations, and international standards. Our approach is informed by our Core Values – Integrity, Commitment, Excellence, and Teamwork – as well as standards such as those set forth in the United Nations Universal Declaration of Human Rights and the core conventions of the International Labour Organization (ILO).

These commitments include the following:

- We comply with all applicable laws, regulations, and international conventions on working hours.
- We require timely provision of wages and benefits that meet or exceed the applicable national legal standards. We pay wages in cash (including check or bank transfer) and not in kind, supported by a pay slip (paper or electronic) detailing how wages are calculated and any deductions. We prohibit unlawful wage deductions.
- We are committed to ensuring a safe, secure and healthy workplace and do not tolerate discrimination, harassment or retaliation.
- Forms of modern slavery, such as forced or compulsory labor, human trafficking, and child labor are prohibited. We require strict compliance with applicable legal employment age requirements, and responsible recruitment and hiring practices. We prohibit the payment by workers of recruitment fees or fees in return for employment. We prohibit the unlawful withholding of workers' original identity documents. Workers may quit work, on reasonable notice, without penalty.
- We are committed to compliance with all applicable laws and regulations on freedom of association and collective bargaining. We respect workers' right to freely form and join unions and to engage in collective bargaining, and prohibit discrimination against workers because of their union membership or activities.

The Human Resources Department is responsible for the development of processes, procedures and guidelines for use by the Company in the implementation of this Policy.

All Hornbeck Offshore personnel are responsible for adhering to the standards set forth in this policy, monitoring compliance with this policy, in both our supply chain and in our own operations, and for reporting any instances of suspected non-compliance.

You may communicate with us in a confidential and secure manner via the Ethics Helpline by making a report online at www.hoscompliance.com or by telephone at 1-800-506-6374 (U.S.), 0800-891-1667 (Brazil), 001-800-840-7907 (Mexico), or 888-805-3405 (Trinidad). You may remain anonymous if you choose. We will not tolerate retaliation against any employee who makes a report in good faith.

Todd M. Hornbeck
Chairman of the Board, President and Chief Executive Officer

