



SUSTAINABILITY REPORT

2021

**TRANSFORMING THE WAY
MARINE SERVICES ARE DELIVERED**



**MMA
OFFSHORE**

SUSTAINABILITY REPORT

WE BELIEVE MARINE RESOURCES SHOULD BE DEVELOPED SUSTAINABLY

Sustainability is at the core of MMA's vision and is integral to our strategy as an organisation. MMA is committed to achieving sustainable outcomes for the environment, our people and the community whilst operating with strong ethics and governance.

During FY2021 MMA enhanced its commitment to sustainability, formally adding sustainability to the Board's Audit and Risk Committee agenda, forming a Sustainability Committee and a number of working groups to drive key sustainability initiatives.

MMA's corporate strategy embraces sustainability and addresses both the risks and opportunities arising as a result of the transition to a net zero economy. MMA is diversifying its business and moving into greener sectors such as offshore wind which are seeing rapid growth as governments take steps to reduce their emissions. We are also looking at strategies to reduce our emissions including emerging technologies and innovations to address industry wide challenges.

The importance of ESG issues to all of our stakeholders has accelerated in recent years and particularly since the onset of the COVID-19 pandemic. MMA is committed to helping address the key issues of our time.

MMA's key ESG initiatives are focused on a number of key issues as identified in the United Nations Sustainable Development Goals, adopted by all United Nations Member States in 2015, and which address the key challenges faced globally.

MMA's 2021 Sustainability Report outlines the key sustainability issues and initiatives as they impact MMA. We are working towards aligning our reporting to one of the voluntary reporting frameworks as part of our overall ESG strategy.

Sustainability Strategy

MMA's ESG strategy is focused on the following key elements:

Environment – how MMA performs as a steward of nature.





Social – how MMA manages its relationships with employees, suppliers, customers and the community.

Governance – how MMA is governed.

MMA is committed to being a good corporate citizen and to ongoing improvements in our performance across all of our sustainability measures.

ESG STRATEGY

ENVIRONMENT

- **Environmental Management System**
Certified to ISO14001:2014
- **Emissions Reduction**
Developing strategies and initiatives to reduce emissions across our operations, targets to be set in FY2022
- **Supporting the Energy Transition**
Diversifying our services to support the development of Offshore Wind
- **Supporting Clean Oceans**
Waste management and pollution prevention, plastics reduction
- **Sustainability Innovation**
Innovation program focused on addressing key sustainability challenges of our industry

SOCIAL

- **Employee Health and Safety**
Target 365 culture, Critical Controls, Safety Management System
- **Employee Wellbeing**
Employee engagement, EAP, mental health, flexible working, parental support
- **Training and Development**
Employee support and training
- **Diversity and Inclusion**
Awareness and inclusion events, measurable objectives
- **Community Support**
Community sponsorship, philanthropy and volunteering
- **Indigenous Engagement**
Indigenous training programs, collaboration initiatives
- **Procurement**
Supporting local and Indigenous businesses

GOVERNANCE

- **Corporate Governance Standards**
Compliant with ASX 4th Edition Corporate Governance Principles
- **Code of Conduct**
Focus on working legally, ethically and safely
Group Whistleblower Policy
- **Anti-Bribery and Corruption**
Zero-tolerance approach
- **Human Rights**
Modern Slavery Statement
Maritime Labour Convention

SUSTAINABLE DEVELOPMENT GOALS



ENVIRONMENT

MMA’s environmental management system is certified to ISO 14001: 2015 “Environmental Management Systems” across our global operations. MMA maintained environmental certification and all licences required during FY2021 and did not have any reportable or adverse environmental events.

Environmental Policy

MMA is committed to growing our business in an ecologically sustainable way. To support this goal MMA:

- Complies with relevant laws and regulations and applies responsible standards where laws and regulations do not exist;
- Maintains a relentless focus on environmental responsibility, risk assessment and a culture of mutual accountability;
- Commits to zero spills across land and marine environments;
- Encourages all users of MMA’s facilities to understand and adhere to MMA’s environmental policies and standards;
- Monitors environmental performance to improve our policies, processes, work practices and behaviours promoting a cycle of continuous improvement; and
- Promotes efficient use of materials and resources (including energy, water, raw materials and other natural resources) through design and operational procedures, wherever practicable throughout our business.

Environmental Management Standards

As an operator in the highly regulated global maritime industry, MMA complies with a number of international regulations and conventions to protect the sensitive marine environments in which we operate, including:

- International Convention for the Prevention of Pollution from Ships (MARPOL 73/78); and
- Technical Code on Control of Emission of Nitrogen Oxides from Marine Diesel Engines.

The International Maritime Organisation “(IMO)” recently announced enhanced provisions under MARPOL to reduce greenhouse gas emissions from ships including a requirement to calculate and report a ships carbon intensity indicator (CII) which will be implemented from 1 January 2023 and which MMA will comply with.

Emissions Reduction

One of the most significant environmental issues in relation to the shipping industry is the emissions generated by heavy fuel oil, particularly sulphur oxide. MMA’s vessel fleet operates entirely on marine gas oil (MGO) which is a low sulphur fuel oil and considered to be a clean fuel used on ships today.

Significant research into alternative fuels such as LNG, hydrogen, ammonia and methane is currently being undertaken by the industry. MMA’s technology team are at the forefront of new technologies and are investigating (in conjunction with our clients) the potential to introduce alternative fuels as well as battery technology on vessels to reduce the overall carbon footprint of our clients’ operations and assist in meeting the global goal of net zero emissions by 2050.

MMA is currently not required to report its greenhouse gas emissions under the National Greenhouse and Energy Reporting Act 2007 in Australia as its Australian emissions fall below the reporting thresholds.

MMA’s has calculated its emissions for its global operations for the financial years ended 30 June 2021 and 30 June 2020, with its Scope 1, Scope 2 and Scope 3 emissions outlined below.

Scope 1 reflects MMA’s direct fuel use and associated emissions while our vessels are off-hire and fuel is MMA’s responsibility. Once MMA’s vessels have been contracted, fuel comes under the client’s control and emissions are classified as Scope 3.

Fuel burn and total emissions are correlated with vessel utilisation, with fuel use considerably higher when vessels are at work. To facilitate a comparison over time we have used “available vessel days” as a normalisation factor to calculate emissions intensity as the fleet size and utilisation fluctuates. MMA’s emissions intensity reduced between FY2020 and FY2021 and we are focused on achieving further reductions through a range of measures over time.

Total Emissions (tCO ₂ -e)	FY2021	FY2020
Scope 1	15,336	12,975
Scope 2	1,210	1,467
Scope 3	71,755	96,791
TOTALS	88,301	111,233

Emissions Intensity	FY2021	FY2020
Scope 1 Emissions (tCO ₂ e)/ Unutilised available vessel days	3.37	3.70
Scope 3 Emissions (tCO ₂ e)/ Utilised available vessel day	12.80	13.68
Total Emissions (tCO ₂ e)/ Total available vessel days	8.69	10.51

MMA has established an Emissions Reduction Working Group to develop out our strategy to reduce emissions and set tangible targets for emissions reduction between now and 2050.

MMA’s emissions reduction strategy focuses on the following areas which have the greatest potential to impact emissions generated by our vessels:

- Developing marine solutions which reduce the overall carbon footprint of client operations;
- A culture of energy awareness on board our vessels including the monitoring of fuel consumption as part of operational planning;
- Optimising hull maintenance schedules to reduce fuel consumption; and
- Investigating alternative fuel sources and the installation of battery technology.

MMA has developed a number of marine solutions for clients which have materially reduced the emissions intensity of the marine support operation. MMA previously modified a platform supply vessel to undertake static tow and offtake duties, which eliminated the need for a second support vessel. This significantly reduced the carbon footprint of the operations with the added benefit of reducing cost. MMA has also introduced unique vessel sharing arrangements between clients which has reduced the overall vessel requirement in a region.

COMMITTED TO
GROWING OUR
BUSINESS IN AN
ECOLOGICALLY
SUSTAINABLE WAY



SUPPORTING CLEAN OCEANS

In May 2021, MMA's crew on the Mermaid Searcher came to the rescue of a stranded sea turtle.

Based in the Timor Sea, the Mermaid Searcher crew spotted the trapped turtle which had become entangled in a pile of discarded netting.

The vessel was maneuvered alongside, and our crew worked with care to safely disentangle the turtle from the netting. Thanks to the quick actions of our crew, the turtle was successfully freed and swam back out to sea.

Our team then ensured all netting and debris was removed from the location and properly disposed of.

In leading by example, our crew on the Mermaid Searcher were praised for their teamwork, quick thinking and actions to clean up our oceans and protect our irreplaceable marine life.

Supporting the Energy Transition

A key part of MMA's strategy is to diversify our service offering to support the rapidly growing offshore wind market, thereby using our skills and assets to facilitate the global energy transition.

During FY2021 MMA increased its share of revenue from offshore wind to 16% of total revenue and our strategy is focused on significantly growing this part of our business.

To support MMA's goal to be a leader in marine support for the renewables sector, we have recently established a local entity in Taiwan "MMA Clean Energy" and agreed a joint venture with a local Taiwanese company. We have also signed a memorandum of understanding with Worley to jointly service the offshore wind sector in South East Asia.

Supporting Clean Oceans

Waste Management

MMA has a robust suite of policies and procedures in place to ensure that we do not inadvertently pollute the precious marine environments in which we operate.

MMA complies with a range of waste management regulatory requirements and international conventions across all of its vessels and facilities including:

- International Convention for the Control and Management of Ships' Ballast Water and Sediments;
- International Convention for the Control of Harmful Anti-fouling Systems on Ships;
- International Maritime Dangerous Goods Code (IMDG Code); and
- The Hong Kong International Convention for the Safe and Environmental Recycling of Ships.

Plastics Reduction

As a Company, we are targeting the elimination of single use water bottles on our vessels by 2024 through the deployment of new potable water systems on our vessels and operational sites.

To date, four of our larger vessels have had systems installed to trial the use of potable water systems. A Waste Management working group has been set up to manage the roll out of these systems across the fleet.

Australian Hydrographic Survey Program

MMA is also active in the hydrographic survey market through the Australian Government's HydroScheme Industry Partnership Program which seeks to obtain full, high quality bathymetric coverage of Australia's waters for the safety of ships navigating in Australian waters. MMA is pleased to contribute to this important program which will assist in protecting Australia's marine environment from potential incidents.

Innovation Program

At MMA, one of the key pillars of our Innovation Program is Sustainability.

We have tasked a multidisciplinary team to address the challenge "How do we develop the marine resources industry more sustainably?".

We are working on internally generated ideas as well as co-developing innovation at an industry level.

PIER71 Maritime Innovation Program

MMA is a corporate partner of the PIER71 Smart Port Challenge which is aimed at facilitating an eco-system for innovation within the maritime industry. With sustainability at the heart of the innovation challenge we hope to participate in some exciting developments at an industry level.

3D Printing Pilot Program

MMA has partnered with Wilhelmsen and thyssenkrupp to help develop and test their 3D parts printing program. In April 2021, MMA participated in the recent launch of the program which successfully digitised, printed, tested and delivered a 3D printed cooling water pipe connector by drone to the MMA Monarch which was moored off the coast of Singapore.

MMA is excited to be involved in this innovation which has the potential to significantly improve the supply chain for marine parts, making it more efficient and sustainable.

SUSTAINABILITY IS AT THE CORE OF MMA'S PURPOSE AND IS INTEGRAL TO OUR STRATEGY AS AN ORGANISATION



SOCIAL

PEOPLE

Health & Safety

At MMA, protecting the health and safety of our people is fundamental to how we do business and is ingrained in our Target 365 culture which aims for ‘a Perfect Day, Every Day’.

While the COVID-19 pandemic presented significant logistical challenges, our staff, crews, and project personnel have successfully worked together to deliver an above average health and safety performance that is essential to the way MMA does business.

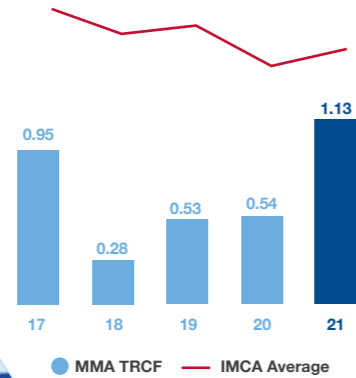
In FY2021, our Total Recordable Case Frequency (“TRCF”) increased from 0.54 the previous year to 1.13 (per million hours worked). Whilst our TRCF increased on a percentage basis, the absolute number of lost time injuries was relatively low at four, and our performance remains positive as compared to the industry average as measured by IMCA.

We were however, below our target of top quartile IMCA TRCF performance for the year and instigated a number of initiatives to address the increase in lost time injuries including a “Stand Together for Safety” event held in June 2021, whereby all of MMA’s offices, work sites and vessels paused work over a two-day period to have critical discussions about how we can improve our safety.

We also use our internal measure of “Perfect Days” to measure our safety performance. As the key metric of our Target 365 Program, we continually strive for ‘a Perfect Day, Every Day’ with a perfect day being a day free of recordable injuries or material incidents. In FY2021, we achieved 321 (88%) perfect days, a slight reduction on the previous and below our annual target of 92%.

We continually strive for improvements to both leading and lagging measures in order to achieve our Target 365 goal. We also regularly conduct intervention and proactive campaigns to address performance and will continue to support our staff and contractors in preventing injury and illness.

TOTAL RECORDABLE CASE FREQUENCY (PER MILLION HOURS)



In FY2021, we continued to undertake improvements in our HSEQ systems and processes.

Highlights for the year included:

- Achieved global certification for all operations to ISO 9001: 2015, ISO 14001: 2015 and transitioned the Company to ISO 45001: 2018;
- Completed Target 365 Leadership Sessions across the business. The sessions highlighted our strengths and opportunities to improve our approach to achieving our ‘Perfect Day, Every Day’ aspiration;
- Continued to demonstrate the value of Senior Management engaging with front line crews and projects. Senior management attended project mobilisations, undertook vessel voyages and spent time in operations to gain a greater appreciation of frontline operations and provide support to achieve Target 365;
- Ran a major campaign promoting our new Employee Assistance Program which provides 24/7 counselling support and a dedicated online portal with tools designed to promote mental health;
- Achieved our first certification for a Dive Safety Management System under the Australian Offshore Regulator. This confirms MMA’s commitment to managing risks associated with potentially high-risk operations;
- Maintained vessel safety cases in both Australia and Brunei;
- Completed a comprehensive internal assurance programme to ensure our controls are adequately robust to prevent incidents, protect the environment, and maintain our licence to operate; and
- Continued to manage the challenges brought by the unprecedented global COVID-19 pandemic.

MMA was again active in contributing to the improvement of HSEQ management across our industry. MMA’s Managing Director, Mr David Ross, is the Co-Chair of the Marine Working Group of Safer Together (Western Australia and Northern Territory) and a member of the Safer Together Safety Leaders Group. MMA’s Executive General Manager of People and Safety also continued as Chair of the International Marine Contractors Association (IMCA) Global Core HSSE Committee.

Employee Wellbeing

At MMA, we are committed to fostering a diverse, engaging, and high-performance workplace, one that supports individual employees’ wellbeing and their journey towards realising their full potential.

We aim to provide a healthy, safe and inclusive workplace, free from harassment and bullying. We foster an environment where all our people feel safe to speak up, and treat each other fairly, respectfully and with dignity. We achieve this by having several key processes and support mechanisms in place.

Employee Assistance Program (EAP)

In December 2020, MMA launched a new Employee Assistance Program provider across our entire business. Critical to this change was the ability for multi-channel access and 24/7 individualised support across all of the Company’s work locations. This support can be accessed from any MMA site or vessel in the world. Personal support services not only include individual counselling, but our employees can also access resources for managers, information targeted at individuals and their family members, as well as general financial, mental health and nutritional advice.

Employee Opinion Survey

Listening to our people is critical to the company’s ongoing success. During the past 12 months, MMA implemented our third annual Employee Opinion Survey, measuring key areas of our employees’ thoughts and perceptions about the business. Target areas of improvement have been identified with specific action plans put in place.

HR Policies & Procedures

MMA has a number of policies and procedures which are designed to foster employee wellbeing.

These include:

- Flexible working arrangements to facilitate personal and family commitments;
- Generous parental support and flexibility on return to work arrangements to facilitate ongoing participation; and
- A Mental Health Policy enabling staff to use their sick leave for mental health reasons.



COVID-19 RESPONSE

MMA first responded to the COVID-19 pandemic in January 2020 by implementing our Prevention of Transmissible Disease and Crisis Management procedures.

Throughout FY2021, the MMA Crisis Management Team held meetings every two days in order to continually monitor changes across our business. Our Crisis Management Team continues to closely monitor the pandemic and routinely tests that our controls are fit for purpose.

COVID-19 brought and continues to bring significant challenges to our people, both personally and professionally. MMA’s vessel crewing teams in Singapore and Australia worked relentlessly to clarify and work with restrictions put in place around the world. Mobilisation plans were regularly updated multiple times per day to ensure our crew made it safely to vessels and returned home safely COVID-free.

MMA’s strong investment in remote-working technology over recent years ensured staff were able to work from home with ease when required, connecting to critical business systems and colleagues without any major disruption to workflows.

MMA is incredibly proud of all employees’ efforts throughout the pandemic. Our entire team was able to ensure continuity of service to our clients, while always maintaining a firm focus on the safety and wellbeing of all employees and stakeholders.

We continue to monitor and appropriately adjust our response to this ongoing situation with a view to always act in the best interest of our people, our stakeholders, our business and the communities in which we operate.

Training & Development

The key areas of training and competency are two of the fundamental pillars of our strategic Human Resources plan.

A total of 786 employees accessed training during the past 12 months, completing over 5,995 individual training outcomes. The ongoing skilling and competency of our workforce ensures that we are able to meet complex business challenges for our clients in our future, whilst developing our people to enhance their career progression.

Crew Welfare

Neptune Declaration

In February 2021, MMA was proud to sign the Neptune Declaration – a global call to action in support of seafarers affected by the ongoing COVID-19 pandemic. As a vessel operator, MMA recognised the necessity of industry and governmental collaboration and the shared responsibility we all have in resolving the unique issues for maritime crew presented by the pandemic.

Crew Engagement

MMA recognises the importance of regularly engaging with our vessel crew. During April 2021, members of our Australian offshore crew gathered in Perth, Western Australia for a day of information, collaboration and networking at MMA's annual Crew Conference event.

The event was an important platform for our offshore crew to have open conversations with our senior leadership team and provided a valuable networking opportunity for our crew members across MMA's fleet of vessels to come together.

Enterprise Agreements

Industrially, MMA continued its operational activity with zero interruptions resulting from workplace disputes. The current Enterprise Agreements covering Australian marine personnel expired in April/May 2021. High-level planning involving key internal and external stakeholders commenced in 2020 and is ongoing.

Diversity & Inclusion

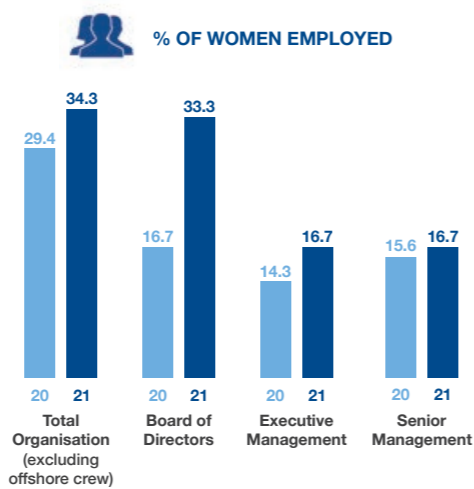
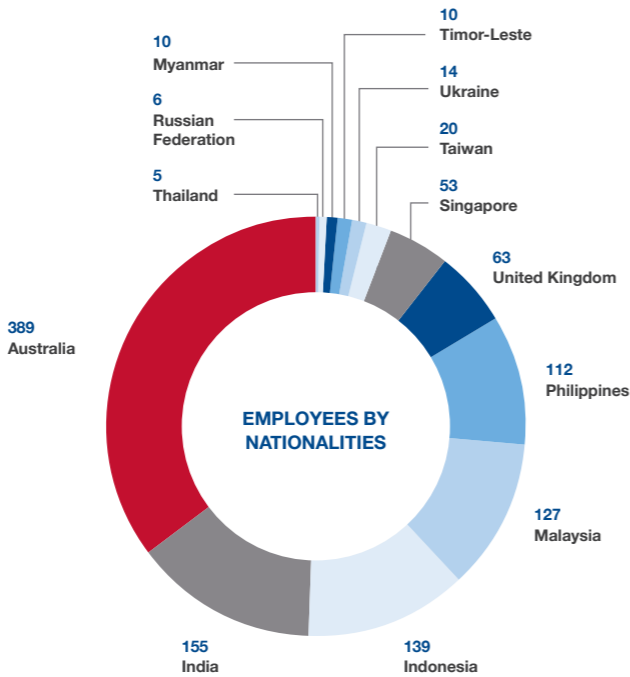
With operational sites and locations positioned around the world, MMA is proud to be a highly culturally diverse organisation. Celebrating our different backgrounds and experiences is a major focus for MMA's Diversity and Inclusion Committee, who organise and promote a range of employee engagement activities throughout the year.

We also regularly review our remuneration practices to ensure equal pay across the organisation.

Diversity Measurable Objectives

To assist with promoting our objective to facilitate greater diversity and inclusion at all levels within our Company, we have a Diversity and Inclusion Committee responsible for:

- Assisting the Board with diversity and inclusion issues;
- Establishing and monitoring strategies on promoting and maintaining diversity and inclusion;
- Implementing the measurable objectives set by the Board; and
- Reviewing achievements and progress against these measurable objectives and reporting this to the Board.



Annually MMA develops a set of Diversity Measurable Objectives, including targets for female participation in senior management positions and encouraging training and development of high potential women within the business.

Whilst MMA's percentages of women in senior management are below our targets, pleasingly our percentage of women on the MMA Board of Directors has increased during the year to 33.3% following the appointments of Ms Sue Murphy and Ms Sally Langer.

Whilst the offshore marine and subsea industries are traditionally predominantly male dominated, MMA continues to focus as a priority on promoting and supporting women through the organisation through both our recruitment and ongoing employee development practices.

Diversity Events

During FY2021, MMA employees came together to recognise a range of events including NAIDOC Week, International Women's Day, Ramadan and Eid al-Fitr.

NAIDOC Week

In November 2020, MMA came together to recognise the rich history, culture and achievements of Aboriginal and Torres Strait Islander peoples for NAIDOC Week.

At MMA's Perth office, we were privileged to hear from Ron Bradfield Jnr, a local Indigenous storyteller, who shared his own story growing up in the mid-west region of Western Australia and the experiences that shaped him. Ron also provided our team members with the opportunity to participate in an activity aimed at exploring our own personal stories and the shared experiences that bring us together. We were also able to share this invaluable presentation via recorded video with our offices in Darwin, Melbourne, Singapore and the United Kingdom.

More recently, we conducted an awareness campaign for NAIDOC Week 2021 focusing on the theme "Heal Country". During the campaign we shared insights into the history and cultural traditions of the traditional owners of MMA's key operating regions around Australia including Gumap (Elizabeth Quay), Murujuga (Dampier), Garramilla (Darwin) and Naarm (Melbourne). We also made a donation to the Wirrpanda Foundation supporting the provision of education, employment and business opportunities for Aboriginal and Torres Strait Islander Australians.

International Women's Day

In March 2021, MMA celebrated International Women's Day by taking time to reflect on the Company's gender equality statistics, as well as the broader gender equality employment statistics of our major operating regions. We were also delighted to present a special video interview with one of MMA's female employees who is engaged in the non-traditional role of a Deck Officer within our fleet.

Ramadan

During April and May 2021, MMA recognised the Muslim holiday of Ramadan. Throughout Ramadan, we interviewed three of our staff members via video link to share insights into their personal practices and family traditions. Our Perth office was also able to come together in May 2021 and enjoy a 'breaking the fast lunch' in celebration of Eid al-Fitr.



TRADITIONAL OWNER ENGAGEMENT

MMA is committed to the development of long-term relationships and partnerships with the Indigenous communities in which we operate.

From September to December in FY2021, MMA completed a survey work scope for the Australian Department of Defence as a part of the HydroScheme Industry Partnership Program (HIPP) at Mavis Reef, Western Australia.

MMA's Subsea Services team engaged Indigenous rangers from the Dambimangari Aboriginal Corporation at the project outset and worked cooperatively with the Corporation throughout. As the Traditional Owners of the area in which works were conducted, the rangers joined our vessel throughout the project and accompanied our team of surveyors in accessing the land.

Through this process of engagement, MMA developed a strong working relationship with the Dambimangari People. MMA looks forward to working further with the Dambimangari Aboriginal Corporation on the upcoming Camden Sound HIPP work scope which is scheduled to begin during FY2022 and covers twice the survey area of the Mavis Reef work scope.



COMMUNITY

MMA is committed to making a positive contribution to the communities in which we work by creating mutual opportunities that support economic growth and social wellbeing. To support our goal MMA will:

- Invest in local community projects that have a positive and sustainable benefit;
- Seek business opportunities with local suppliers and subcontractors;
- Strive to be good corporate citizens, conducting business in an ethical manner;
- Develop long term relationships with local Indigenous communities in order to increase Indigenous participation within our workforce and promote opportunities for training and development; and
- Create and maintain cross cultural awareness throughout the business.

By engaging with Indigenous communities and the broader communities within our areas of operation, we can contribute to a safe, sustainable and rewarding future.

Training

Veterans' Employment Program

2021 saw MMA accepted into the Australian Prime Minister's 'Veterans' Employment Commitment Program'. The Veterans' Employment Commitment is a public declaration regarding MMA's support of greater employment opportunities for veterans.

MMA recognises the skills and value that veterans can bring to the company and our Human Resources team has updated the Company's recruitment processes to reflect this commitment.



Indigenous Training Programs

MMA continues to provide training opportunities to Indigenous trainees and Timor-Leste nationals in Able Seaman roles.

Indigenous trainees are engaged on our modern PSV vessels operating out of Darwin and Broome. Candidates complete face-to-face training within the TAFE system, then go on to complete qualifying seetime, gaining critical work skills and experience, over a period of 16 months.

Over the past four years, MMA has worked closely with our partners in Dili, Timor Leste to provide Able Seafarer trainee positions within our international fleet. 12 individuals have been provided the opportunity to gain an Able Seafarer Certificate of Competency, with sea time being completed on several of the Company's PSV and AHTS vessels.

Community Support

MMA recognises that supporting community philanthropic endeavours, either in kind or monetarily, is a responsibility we have to the communities in which we operate.

During FY2021, MMA and its employees participated in a number of activities in support of our local communities.

Face Mask Donations for Batam

As a part of Indonesia's annual 'Heroes Day' events, MMA's Batam office was proud to support the Indonesian government's "five million masks for Batam" initiative by donating around 4,000 face masks to their local community. These face masks were distributed to a range of areas across Batam including housing communities, police stations, churches, and mosques, with our team promoting a critical COVID-19 safety message: "be a hero by using a mask."

Christmas Food Donation Drive

With 2020 having been an incredibly challenging year for our communities, MMA's employees came together during the holiday season to provide their support towards the ongoing humanitarian challenge of food insecurity in our communities. Throughout December, MMA employees across our primary locations of Perth, Singapore and United Kingdom worked together to run an employee-led food donation drive with all donations provided to Foodbank Western Australia, Willing Hearts Singapore and Instant Neighbour United Kingdom.

Dress for Success

In March 2021, MMA celebrated and acknowledged International Women's Day. In support of this, our Perth-based team participated in a clothing donation drive with all items donated to Dress for Success Perth – a registered charity which aims to provide local women in need with work-appropriate attire, mentoring and career workshops.

Epilepsy Western Australia

In June 2021, our Perth-based employees supported Epilepsy Western Australia through their participation in an employee-led charity raffle and morning tea with prizes generously donated by one of MMA's team members. Our employees worked together to raise much needed funds to provide support services to Western Australians living with and affected by epilepsy, with MMA matching the total funds raised.

GOVERNANCE

MMA believes that a high standard of corporate governance is paramount for sustainable long-term performance and value creation.

MMA's complies with the 4th Edition of the Australian Securities Exchange's Corporate Governance Council's Corporate Governance Principles and Recommendations (4th Edition ASX Recommendations).

Code of Conduct

MMA has in place a Code of Conduct for its Directors, Senior Management and employees and places a strong focus on working legally, ethically and safely.

We encourage the reporting of unlawful and unethical behaviour, actively promote and monitor compliance with the Code of Conduct and protect those who report breaches in good faith.

Under MMA's Group Whistleblower Policy, whistleblowers are protected from any disadvantage, prejudice or victimisation for reporting any breaches of the Policy or the Corporations Act.

Anti-Bribery & Corruption

We have a zero-tolerance approach towards bribery and corrupt conduct. MMA and its personnel will not engage in any form of bribery or other corrupt conduct. The Company has an Anti-Bribery and Anti-Corruption Policy for preventing the offering or acceptance of bribes and other unlawful or unethical payments or inducements. MMA had no known incidents of bribery or corruption during FY2021.

Further details of the Company's Corporate Governance Policies are available on the Corporate Governance page of our website.

Modern Slavery

MMA is committed to ensuring that no forms of slavery or forced labour occur within its operations or supply chains.

MMA's management of modern slavery falls under its overall approach to business as set out in its code of conduct.

MMA has developed a strong supply chain and a network of suppliers and subcontractors to support its operations. These suppliers include marine spare parts original equipment manufacturers, providers of logistics, port and agency services and providers of marine fuel, provisions, personal protective equipment, uniforms and consumables. We have established multi-year relationships with a majority of our suppliers. Approximately 40% of our procurement is from Australian-based companies, whilst 35% is from Singapore and 25% from other areas (primarily South East Asia).

MMA's operations are also carried out in accordance with the Maritime Labour Convention 2006 (MLC) which provides minimum standards and regulations relating to employment, working and living conditions.

MMA's Modern Slavery Statement, published in December 2020, reports on how MMA assesses and addresses the risks of modern slavery occurring within its supply chains (whether in Australia or internationally). MMA's modern slavery statement is a public document which can be found on the Australian Government's Modern Slavery Register at modernslaveryregister.gov.au.

**A STRONG FOCUS ON
WORKING LEGALLY,
ETHICALLY AND SAFELY**



