



MMA
OFFSHORE

People Policy

MMA Offshore Limited (**MMA**) recognises that our people are key to our success. We are committed to fostering a diverse workplace free from discrimination where employees are engaged, valued and work with each other in an open and inclusive way.

To support our goal we will:

- Define mutual commitments between the Company and individual members of the team that encourage continued improvement and personal development.
- Develop the potential of our people and the Company as a whole through performance feedback, coaching, training opportunities and recognition of achievement.
- Build relationships based on honesty, openness, mutual trust and involvement.
- Provide equal opportunities by recruiting, promoting and managing personnel on the basis of merit.
- Take action to prevent and stop discrimination, bullying and harassment in all its forms.
- Respect the principles of freedom of association and individual choice.
- Support employees having a sustainable work/life balance.

By fostering an inclusive and supportive culture that enables people to develop to their full potential we will attract the right people to MMA and retain them through motivation and fair reward.

David Ross
Managing Director

14 January 2020

