



GOVERNANCE HANDBOOK

Dear Trident Maritime Systems Associates,

This Governance Handbook provides general guidelines for how associates should conduct themselves at the Company, and how we keep Trident Maritime Systems in strict legal compliance.

It is your responsibility to read, familiarize yourself, and adhere to the policies contained in the Handbook. Any and all policies or practices in the Handbook can be changed at any time by the COO and/or the CEO.

Welcome aboard,

Tom Eccles
CEO

WELCOME TO TRIDENT MARITIME SYSTEMS

We are delighted to have you as a member of this exciting and dynamic Company. We are a diverse, seasoned, and synchronized team of engineers, craftsmen, inventors and innovators, master shipwrights and implementers, unified in the common purpose of providing the best quality customer service in



every aspect of our business. As part of this unique team, we hope you will find that the pursuit of excellence is a rewarding aspect of your career here.

Trident Maritime Systems hired you because we recognize your talents and capabilities and believe that you will contribute directly to the growth and success of our Company. We believe in open communications and a unified team approach to all tasks, large and small. We commit to be the world's best provider of solutions in marine outfitting, distributed ship systems, electromechanical and automation systems, insulation and power, propulsion and controls. Working together, we know we can make that a reality.

The open communication between our management and all associates provides a strong foundation in our company's success. Trident's leadership will inform and update our organization as and when appropriate. At the same time, each associate should feel free to express ideas, offer suggestions and raise potential issues. We value your input.

This Handbook comes with an expectation on your part. Please read and become familiar with our key policies and principles. Good governance must remain the common thread throughout our business; your thorough understanding and commitment to the content of the Handbook is essential.

We must all work toward making Trident Maritime Systems the safest company in our industry, and continuously improve through positive change and a commitment to excellence.



We hope your experience here will provide a challenging, enjoyable and rewarding career and we sincerely look forward to an exciting future.

Welcome to Trident Maritime Systems!

OUR CODE OF CONDUCT

PURPOSE

The purpose of this Code is to describe Trident Maritime Systems' (the "Company's") standards of business ethics. It applies to all Trident Maritime Systems associates, contractors and others working with or for the Company. Good business ethics enhance the strength of the Trident Maritime Systems brand and our competitive position in the market.

This Code addresses certain topics applicable to us all, but it is not exhaustive. More detailed standards may apply to certain businesses or markets. These will always be in harmony with this Code.

Breaching this Code may result in disciplinary action and in serious cases, possible dismissal and/or legal action. Allegations of misconduct that are brought forward in an appropriate and responsible manner will be fully investigated.

1. COMPLIANCE WITH THE LAW

We comply with the laws and regulations of the countries in which we work. We understand and adhere to the standards of business conduct relevant to our assignment, profession and position. We will not be prompted by any misguided sense of loyalty or desire for personal gain to violate applicable laws, Company principles, policies or procedures.



2. FAIR BUSINESS CONDUCT

Trident Maritime Systems commits to conduct business in an ethical manner. While local customs and traditions differ from place to place, honesty is not subject to criticism in any culture.

ZERO TOLERANCE OF BRIBERY

We care how we get results and have a zero-tolerance policy towards bribery. For clarification, bribery includes the acceptance, offering, solicitation or promise of benefits, monetary or in kind, in order to gain business advantages to which we would otherwise not be entitled.

We expect compliance with our standards of integrity throughout the organization. We will not tolerate an associate who achieves results at the expense of violating laws and regulations.

GIFTS AND ENTERTAINMENT

Neither an associate nor any member of their immediate family (including spouse, children, parents or siblings) may accept gifts of more than token value, loans (other than routine loans from established financial institutions), excessive entertainment or other substantial favors from any actual or potential supplier, customer or competitor.

MAINTAINING ACCURATE BOOKS AND RECORDS

We are committed to maintaining a system of internal controls that ensures accuracy in our financial books and records. Accordingly, we expect complete integrity and honesty from managers and associates at all levels, and compliance



with accounting rules and controls. The Company's books and records must reflect all transactions accurately. In particular, we strictly prohibit the falsification of the company's books and records and any off-the-book bank accounts.

CONFLICTS OF INTEREST

We expect our associates to devote their full work time, energies, abilities, and attention to our business. Associates are expected to avoid situations that create an actual, perceived or potential conflict between the associate's personal interests and the interests of the Company.

A conflict of interest exists when an associate's loyalties or actions are divided between the Company and a competitor, supplier, or customer. Associates who are considering outside employment or who are unsure whether a certain transaction, activity, or relationship constitutes a conflict of interest should discuss the situation with their supervisor or a member of management for clarification. Any exceptions to this policy must be approved in writing by the COO or CEO.

Nothing in this Code prevents an associate from discussing terms and conditions of employment or engaging in other activities protected by law.

3. COMPANY CONFIDENTIAL INFORMATION

Associates must use the Company's Confidential Information (confidential, trade secret or proprietary information) for the Company's business purpose only and only in accordance with their proper job duties. During their employment, associates shall not disclose Confidential Information to any outside party without the prior written authorization of a Company officer, unless required by



law. When the employment relationship terminates for any reason, associates must return all Confidential Information and all other Company property, documents, materials, tools or equipment issued to them by the Company during the term of employment, including all stored and copied versions. These confidentiality obligations shall survive employment or hire by the Company.

4. WORKPLACE BEHAVIOR

Any group of people working together must abide by certain rules of conduct based on honesty, good taste, fair play, and safety. This ensures everyone can work together efficiently.

We behave with respect for the people with whom we work. Harassment, discrimination or other behavior that may be perceived as threatening or degrading is not acceptable. We do not discriminate against others on any basis, including race, gender, religion and sexual preference.

5. SOCIAL MEDIA

We have a business interest in protecting the Company identity, reputation, and its intellectual property and therefore the use of any Company name or information on a social media site must have a clear business purpose, must not include Company's Confidential Information and shall be respectful and factual.

6. DRUGS AND ALCOHOL

Possession or use of any substance prohibited by law is not tolerated while on duty or representing the Company. Consumption of alcohol during the work day, or at any time on Company premises, within Company vehicles, or at any project



or work site is prohibited, except for refreshments served by designated personnel during Company sponsored events conducted for our customers and during Company sponsored associate functions. On those occasions, all associates are expected to act responsibly and to exercise prudence in the amount of alcohol they consume.

7. REPORTING (“WHISTLEBLOWING”)

When an associate believes that there has been a breach of our Code of Conduct or has a concern, the associate is encouraged to speak up and come forward with those concerns immediately so the Company may take appropriate action to resolve the issue as soon as possible. The associate may contact their supervisor, HR, a member of management or a hotline number where applicable.

The Company will handle all complaints as discretely as possible. When the Company completes the investigation, if any action is appropriate, the Company will undertake those corrective actions in a timely manner.

HEALTH AND SAFETY POLICY

Trident Maritime Systems believes that all occupational injuries and illnesses can be prevented.

Management is committed to ensure that every associate, customer, subcontractor and visitor that enters our workplace leaves unharmed at the end of the day.



We will accomplish this by maintaining a safe and healthy work environment in which every associate is focused on a constant effort to effectively maintain and continuously improve our safety culture.

Trident Maritime Systems safety program is developed and maintained to meet the needs of the organization and to be in compliance with all applicable safety and health legislation. It incorporates all of the required documents needed to maintain the effectiveness of our safety management systems, wherever in the world we are.

Accountability and responsibility for safety performance is assigned to every associate and as a condition of continued employment with Trident Maritime Systems all associates must comply with our Health and Safety commitment and all safety rules and procedures provided by Trident Maritime Systems, its customers and relevant authorities.

HEALTH AND SAFETY COMMITMENT

Safety is the Number One Priority for Trident Maritime Systems—for our associates, temporary associates, subcontractors, vendors and customers. Everyone must work safely and eliminate all hazards.

It is the Company's responsibility and commitment to provide a safe and healthy work environment for everyone working at our facilities.

It is Management's responsibility and commitment to ensure that the safety, health and environmental policy and rules are provided and strictly enforced.



Management's responsibility also includes providing all reasonable safeguards necessary to ensure that a safe, healthy, and hazard free work environment exists for everyone.

It is the responsibility and commitment of each and every associate to:

- Work in a safe and efficient manner to protect people, equipment, material and the environment.
- Recognize safety hazards and immediately stop unsafe work practices and bring them to the attention of their supervisors and upper management.
- Correct any unsafe or hazardous condition that can be readily repaired.

It is the responsibility of our Subcontractors, Vendors and Temporary Associates to:

- Work in a safe and efficient manner to protect people, equipment, material and the environment.
- Follow the safety policies and procedures established by the Company.
- Recognize and immediately report to the Company any unsafe or hazardous condition or work practice.

It is the responsibility of our Customers to:

- Adhere to the Company's policies and procedures regarding safe work practices.



- Immediately report to the Company any hazardous or unsafe condition or work practice.

Everyone is required to follow the Safety/Hazard control standards and procedures that apply to the operations. This is considered a condition of employment, contracts and purchase orders.

People are our most important asset and the safety of everyone working at the Company is everyone's greatest responsibility.

ENVIRONMENTAL POLICY

Trident Maritime Systems is committed to the protection of our natural environment and to sustainable corporate management.

As part of this commitment, Trident Maritime System's objective is to operate its business in an environmentally conscious manner, including the communication of this global policy to all persons working for or on behalf of the group, our business partners and other interested parties, and the support of local programs across its worldwide operations.

Environmental practices to support Trident Maritime System's objectives include the following:

- Delivery of solutions, equipment and services to vessels which tangibly reduce emissions.
- Compliance with all applicable local and international laws related to the protection of the environment.



- Regular senior management review of the implementation and effectiveness of Trident's policy and practices.

To fulfill its commitment to the environment, this policy shall be modified where necessary to ensure that Trident Maritime Systems maintains a responsible environmental approach.

QUALITY POLICY

OUR KNOWLEDGE

... has been gained from over 100 years of work on thousands of ships
... is applied to solve design challenges from bow-to-stern and
bridge-to-engine room

OUR VALUE

... is creating efficiencies through the design, engineering, build and operational
life of our customer's assets
... and delivering solutions that support our customers to be more
competitive in their markets

OUR AGILITY

... means using our program management experience to deliver projects on
time and on budget...and finding innovative ways to save time and add value
through the ship construction and project execution process.

Trident Maritime Systems achieves the values stated above by implementing
management systems that comply with the international standard of good



practice ISO 9001. We shall ensure that all parts of Trident Maritime Systems work in accordance with ISO standards. We are committed to maintaining our existing ISO certifications and continual development of our management systems.

All personnel must commit to meet the high standards expected throughout our business and deliver high quality work. This means on-time delivery of quality products, systems and services which meet or exceed our customers' and stake-holders' expectations and which are compliant with all relevant rules and regulations.

Each Division or component of Trident must maintain a quality management system and shall report regularly to Trident senior management on their systems' implementation, status and effectiveness. With full focus on Quality, Trident Maritime Systems commits to the continued success of our business and all its stakeholders.

HR POLICY

Our people are the single most important asset of Trident Maritime Systems. Each and every day we place our talent up against talent across the globe and we confidently deliver superior value to all of our customers. Trident Maritime Systems takes its responsibility to our associates very seriously.

At Trident Maritime Systems we:

- Offer a work environment based on strong company values that demand high integrity and strong business ethics. Every associate must be familiar with and comply with our Code of Conduct.



- Provide challenges and job opportunities that match our associates' interests, capabilities and goals. We seek to share knowledge and experience across our organization. Innovation is fully supported.
- Recognize and reward good performance and leadership by our associates.
- Provide equal opportunities and respect the different cultures and diversity of our workforce. We are proud to deliver solutions across many different countries. We will continue to expand our diverse, global footprint over time.
- Provide stewardship and a safe environment for associates. We shall ensure proper on-boarding to the company, provide support in difficult situations and comply with all applicable rules and regulations. Each local entity shall comply with the country specific legal framework through its own local HR governance documents to.
- Make discretionary management decisions in good faith and in compliance with applicable law.

We expect our associates to:

Work in accordance with our values and our Code of Conduct to demonstrate integrity at all times.



- Meet or exceed expectations, complying with the terms of engagement, fulfilling functional descriptions and meeting specified goals and objectives
- Take responsibility for their own learning and development. Take initiative and share your innovations.
- Respect and take an interest in others and communicate openly, honestly and with an understanding of the different cultures around us.

We are a great company with an exciting future. Each and every associate, whether full time, part time or contracted, matters to our continued success.

FURTHER GOVERNANCE DOCUMENTS

Trident Maritime Systems provides certain global guidelines related to Finance, IT, Legal, HR, Compliance, Sales & Marketing, Communication and Health, Safety, Environment & Quality matters.

These guidelines are further supplemented by policies and procedures applicable to particular areas and countries. Our governance documents and HR policies can be found in the central document management system.