

JAMES FISHER AND SONS PLC

ANTI-BRIBERY AND CORRUPTION STATEMENT

James Fisher is a leading service provider in all sectors of the marine industry and a specialist supplier of engineering services to the nuclear industry in the UK and abroad. We are committed to ensuring the highest ethical standards in all our business dealings throughout the James Fisher organisation.

James Fisher condemns corruption in all its forms and we will not tolerate it in our business or in those we do business with.

Our Anti-Bribery and Corruption Policy sets out in detail how you should behave and what you should do if you are confronted with corruption. We expect that all of you will embrace the Policy and use it in all aspects of your day-to-day work.

The Policy is for your benefit as much as for James Fisher's. If convicted of a bribery offence, James Fisher might get a significant fine and suffer lasting reputational damage. If you are convicted of a bribery offence, you could face up to ten years in prison. The potential harm done by bribery, both to James Fisher and to you, is long term and hugely outweighs any potential short term gain.

If you have any concerns in this area, refer to the Anti-Bribery and Corruption Policy. You can then either speak to your line manager or you can report any concerns in complete confidence by following the procedures set out in the Group's Whistle Blowing Policy. We are committed to eradicating corruption and we will stand by you in acting ethically.

Malcolm Paul
Chairman

James Fisher and Sons plc

17 January 2019