

GULF ISLAND FABRICATION, INC.
PROCEDURES FOR THE SUBMISSION OF COMPLAINTS CONCERNING
ACCOUNTING MATTERS AND OTHER BUSINESS CONDUCT

The Company is committed to maintaining high ethical standards and achieving compliance with all applicable securities laws and regulations, accounting standards and controls, and audit practices. Any employee of the Company may submit a good faith complaint without fear of dismissal or retaliation of any kind. In order to facilitate the reporting of employee complaints, the Company's Audit Committee of the Board of Directors has established an ethics and compliance hotline. Red Flag Reporting (an independent company) administers the hotline on the Company's behalf. This service allows employees to report any concerns regarding activities in the workplace in violation of the Company's Code of Conduct. Such concerns can include, but are not limited to:

- Financial reporting improprieties and/or fraud;
- Legal concerns such as bribery or labor law;
- Workplace concerns such as harassment and discrimination; and
- Safety issues or concerns.

We continue to encourage employees to raise concerns or issues directly with his or her supervisor or manager, senior management or Human Resources at (985) 872-4100. However, Red Flag Reporting provides another reporting avenue that enables employees to report concerns while remaining completely anonymous.

To file a report, simply do one of the following using client code **Gifinc**:

- Visit **www.RedFlagReporting.com** and click on "File a Report"
- Call **(877) 647-3335**
- Text **RFR** to **(234) 231-9005**
- You may also use the following (be sure to be detail oriented, provide the client code, and indicate if you wish to be anonymous or not):
 - Fax to **(330) 572-8146**
 - Email to **redflag@redflagreporting.com**
 - Mail to **RFR, P.O. Box 4230, Akron, Ohio 44321**

This service is not for "9-1-1" type emergencies, which should be handled by calling 911.

All complaints are reported to designated members of the Audit Committee or Board of Directors. If you file a report, you will be informed of the individual the report will be routed to for resolution. You will be able to prevent access to such individual if he or she is part of the complaint and the individual will not be notified by Red Flag Reporting that the report was filed.

Policy on Retaliation

The Company will not discharge, demote, suspend, threaten, harass or in any manner discriminate against any employee in the terms and conditions of employment based upon any lawful actions of such employee with respect to good faith reporting of complaints, including accounting matters or otherwise as specified in Section 806 of the Sarbanes-Oxley Act of 2002.