



Sustainable Development Policy

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Revision: 2
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Policy owner: General Manager, Sustainable Development

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1. Purpose

Swire Bulk Holdings Pte Ltd (Swire Bulk) aims to create long term value for our shareholders. Achieving this depends on the sustainable development of our businesses and the communities in which we operate. To achieve sustainable development, we aim:

- To achieve net zero impact on the environment;
- To cause zero harm to our stakeholder communities and assets under our stewardship;
- To excel as corporate citizens.

2. Policy Statement

Sustainable Development is defined as "development that meets the needs of the present without compromising the ability of future generations to meet their own needs". In Swire Bulk this is delivered through our leadership in environmental, health & safety, employment, business partnerships and community matters in the industries and locations in which we operate.

All companies in which the Swire Bulk group has a controlling interest will have action plans for applying this policy in a way which is relevant to their business.

Swire Bulk will encourage other companies in which we have an interest as a shareholder or through our supply chain to implement similar policies.

Swire Bulk will encourage and empower our staff to be proactive on sustainable development matters both at work and in the community.

Swire Bulk will monitor our performance and report regularly. We will review this policy periodically, having regards in particular to stakeholder dialogues.

This policy is further supported by the following:

- [Environmental Policy](#)
- [People Policy](#)
- [Fleet Health and Safety Policy](#)
- [Global Onshore Safety, Security and Wellness Policy](#)
- [Respect in the Workplace Policy](#)
- [Diversity and Inclusion Policy](#)
- [Biodiversity Policy](#)
- [Climate Resilience Policy](#)
- [Sustainable Ship Recycling Policy](#)
- [Modern Slavery Policy](#)

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- [Human Rights Policy](#)

3. Application

This Policy applies to all employees and contractors employed or working on board vessels, in any capacity, and at all other Swire Bulk group work places ashore. We will encourage other companies in which we have an interest, either as a shareholder or through our supply chain to implement similar policies.

4. Definitions

Swire Bulk or The Company	Swire Bulk Holdings Pte Ltd and its subsidiaries and branches
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5. Policy Details

5.1 Industry Leadership

Swire Bulk will meet or exceed all legal requirements.

5.2 Health and Safety of Stakeholders

Swire Bulk will safeguard the health and safety of all our employees and stakeholders with the ultimate aim of causing zero harm. For further details refer to our [Fleet Health & Safety Policy](#) and [Global Onshore Safety, Security and Wellness Policy](#)

5.3 Corporate Governance

Swire Bulk will improve our corporate governance to reflect our stakeholders' interests.

5.4 Human Rights

Swire Bulk will respect the human rights of all of our employees and other stakeholders, connect with, empower and add value to the communities that we impact and enhance their capability while respecting people's human rights, culture and heritage. For further details refer to our [Human Rights Policy](#).

5.5 Climate Resilience

Swire Bulk will pursue a long-term goal of radical decarbonisation and optimise our energy efficiency. For further details refer to our [Climate Resilience Policy](#).

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5.6 Waste Management

Swire Bulk will turn today's waste into a resource for tomorrow, contributing to the creation of a circular economy, where waste materials are no longer simply thrown away but are retained and re-used as future resources.

5.7 Biodiversity

Swire Bulk will protect and, where viable, enhance the biodiversity of environments that our operations impact. For further details refer to our [Biodiversity Policy](#).

5.8 Ethical Supply Chain

Swire Bulk will strengthen our supply chain through responsible and ethical sourcing of services and materials.

5.9 Community Development

Swire Bulk will offer services to enable our stakeholders to live more sustainably.

Swire Bulk strongly supports helping worthy causes that deliver measurably positive outcomes and benefits in our various stakeholders communities around the world.

5.10 Diversity and Inclusion

Swire Bulk will adopt a diverse and inclusive approach to securing the best talent. For further details, refer to our [Diversity and Inclusion Policy](#).

6. Governance

6.1 Policy Owner

The policy owner is stated at the beginning of this policy. If the policy owner changes, the policy must be re-issued to document this.

6.2 Failure to Comply

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Employees must adhere to the conditions of this policy at all times. Non-compliance must be communicated to the policy owner immediately.

6.3 Exceptions

From time to time instances arise where exceptions to this policy may be required. Any exception requests must be submitted to the policy owner for consideration and approval.

6.4 Changes to Policy

Swire Bulk reserves the right to amend this policy at its sole discretion. In case of amendments, the policy owner will inform staff appropriately.

7.Related Documents

Level2	Level3a	Level3b	Level4
<ul style="list-style-type: none"> • Diversity and Inclusion Policy • Respect In the Workplace policy • Global Onshore Safety Security & Wellness Policy • People Policy • Environmental Policy • Sustainable Ship Recycling Policy • Biodiversity Policy • Climate Resilience Policy • Modern Slavery Policy • Human Rights Policy • Fleet Health and Safety Policy 			<ul style="list-style-type: none"> • Swire Group Green Guidelines

8.Policy History

Amendment Date	Section	Revision Number	Description
26-04-2021		2	This document has been approved by email by Simon Bennett (GM-SD)

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