

Biodiversity Policy

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1. Purpose

Biodiversity is vital to maintaining a resilient natural environment and a resilient natural environment is vital to the sustainable development of Swire Bulk Holdings Pte. Ltd. group of companies' (Swire Bulk) businesses.

2. Policy Statement

It is our policy that Swire Bulk will pay due regard to biodiversity considerations in our operations. Swire Bulk will identify key biodiversity risks and take steps to mitigate them.

3. Application

This Policy applies to all employees and contractors employed or working onboard vessels, in any capacity, and at all other Swire Bulk group workplaces 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

Acronyms	Description
Biodiversity	Biological diversity is defined as the "variety of life forms, including, <i>inter alia</i> , terrestrial , marine and other aquatic ecosystems and the ecological complexes of which they are part. <i>(after Wilcox, B (1982) International Union for the Conservation of Nature and Natural Resources (IUCN); United Nations Earth Summit (1992), United Nations Convention on Biological Diversity)</i>
Swire Bulk or The Company	Swire Bulk Holdings Pte. Ltd. group of companies and its subsidiaries and branches

5. Policy Details

5.1 Biodiversity Assessments

Swire Bulk will ensure that all companies in which Swire Bulk has a controlling interest undertake biodiversity assessments where relevant to their operations. These have been started at a high level in our Biodiversity Issues of Concern and Biodiversity Action Plan manuals.

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5.2 Impact of our Operations

Swire Bulk will minimise the adverse impact of our operations on biodiversity and ecosystems, in particular, Marine Protected Areas (MPA), Ecologically and Biologically Significant Marine Areas (EBSA) and IMO Particularly Sensitive Sea Areas (PSSA), including by protecting endangered species and promoting the sustainable use of natural resources important to biological diversity.

5.3 Encourage Group Companies to Support

Swire Bulk will encourage our group companies to support relevant and appropriate biodiversity and conservation initiatives and to participate in industry-specific working groups related to biodiversity and conservation.

5.4 Promotion of Biodiversity

Swire Bulk will promote awareness of biodiversity and conservation issues among our employees, customers, suppliers and others with whom we do business.

Swire Bulk will promote the restoration of ecosystems, where important to the areas in which our businesses operate.

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

Employees must always adhere to the conditions of this policy. Non-compliance must be escalated to hiring manager immediately.

6.3 Exceptions

There might be scenarios 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.

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7. Related Documents

Policies	SOPs	Guidelines and Manual
		<ul style="list-style-type: none"> Biodiversity Issues of Concern Biodiversity Action Plan

8. Policy History

Amendment Date	Section	Revision Number	Description
26-04-21		2	Approved by Simon Bennett (GM-SD) by email
22-08-22	4. Definitions	3	Added definitions to align with JS&S Policy

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