

Sustainable Development Policy

Document Number: SD-GLB-POL-0007
Revision: 4
Date: 23 Aug 22
Policy owner: General Manager, Sustainable Development

Document Number	SD-GLB-POL-0007	
Classification	PUBLIC	Page 1 of 7
<i>Note: By reading this manual you are deemed to have accepted and agreed to comply with the notice stated on the front page.</i>		

1. Purpose	3
2. Policy Statement	3
3. Application	4
4. Definitions	4
5. Policy Details	4
5.1 Industry Leadership	4
5.2 Health and Safety of Stakeholders.....	4
5.3 Corporate Governance	4
5.4 Human Rights.....	4
5.5 Climate Change.....	4
5.6 Waste Management	5
5.7 Biodiversity	5
5.8 Ethical Supply Chain	5
5.9 Community Development	5
5.10 Diversity and Inclusion.....	5
6. Governance	5
6.1 Policy Owner	5
6.2 Failure to Comply	5
6.3 Exceptions.....	6
6.4 Changes to Policy.....	6
7. Related Documents.....	6
8. Policy History	7

Document Number	SD-GLB-POL-0007	
Classification	PUBLIC	Page 2 of 7
Note: By reading this manual you are deemed to have accepted and agreed to comply with the notice stated on the front page.		

1. Purpose

Swire Bulk Holdings Pte. Ltd. group of companies (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 and community partnerships and community investment and development in the industries and locations in which we operate.

All companies in which Swire Bulk 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:

- Biodiversity Policy
- Climate Change Policy
- Corporate Code of Conduct
- Diversity and Inclusion Policy
- Environmental Policy
- Human Rights Policy
- Respect in the Workplace Policy
- Responsible Cargo Carriage Policy
- Supplier Code of Conduct
- Sustainable Ship Recycling Policy
- Sustainable Waste Management Policy
- Swire Bulk Operations Policy

Document Number	SD-GLB-POL-0007	
Classification	PUBLIC	Page 3 of 7
<i>Note: By reading this manual you are deemed to have accepted and agreed to comply with the notice stated on the front page.</i>		

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

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 Swire Bulk Operations Policy.

5.3 Corporate Governance

Swire Bulk will improve our corporate governance to reflect our stakeholders' interests and mitigate operational risk to build long-term resilience. See our Corporate Code of Conduct.

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 and Modern Slavery Policy.

5.5 Climate Change

Swire Bulk will pursue the long-term goals of radical decarbonisation to Net Zero carbon by 2050.

In the meantime, Swire Bulk will reduce our carbon footprint in accordance with our Roadmap to Net Zero such as by adopting industry best practices to optimise our energy efficiency and by increasing the use of renewable energy, and low / zero carbon fuels in our owned fleet.

Swire Bulk will build climate change resilience into our operations. For further details refer to our Environmental Policy and Climate Change Policy.

Document Number	SD-GLB-POL-0007	
Classification	PUBLIC	Page 4 of 7
<i>Note: By reading this manual you are deemed to have accepted and agreed to comply with the notice stated on the front page.</i>		

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. For further details, refer to our Sustainable Ship Recycling Policy, Sustainable Waste Management Policy and Sustainable Office Guidelines.

5.7 Biodiversity

Swire Bulk will be a good steward of the natural resources and biodiversity under our influence.

Swire Bulk will identify, 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, sustainable and ethical sourcing of services and materials.

SSL will ensure that our suppliers meet, and preferable exceed, the sustainability standards in our Supplier Code of Conduct.

5.9 Community Development

Swire Bulk will encourage our employees to engage actively in sustainable development matters at work and in the community, and offer services to enable our stakeholders to live more sustainably. See How to Run a Sustainable Event SOP.

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

5.10 Diversity and Inclusion

Swire Bulk will create a workplace culture that celebrates diversity, where all employees are treated fairly and with respect and can realise their full potential.

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

Document Number	SD-GLB-POL-0007	
Classification	PUBLIC	Page 5 of 7
<i>Note: By reading this manual you are deemed to have accepted and agreed to comply with the notice stated on the front page.</i>		



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.

7. Related Documents

Policies	SOPs	Guidelines and Manual
<ul style="list-style-type: none"> • Swire Bulk Operations Policy • Corporate Code of Conduct • Human Rights Policy • Modern Slavery Policy • Environmental Policy • Climate Change Policy • Sustainable Ship Recycling Policy • Sustainable Waste Management Policy • Biodiversity Policy • Supplier Code of Conduct • Corporate Philanthropy Donations Policy • Diversity and Inclusion Policy 	<ul style="list-style-type: none"> • Voluntary Work Leave SOP (Singapore) • How to run a Sustainable Event SOP 	<ul style="list-style-type: none"> • Sustainable Office Guidelines

Document Number	SD-GLB-POL-0007	
Classification	PUBLIC	Page 6 of 7
Note: By reading this manual you are deemed to have accepted and agreed to comply with the notice stated on the front page.		

8. Policy History

Amendment Date	Section	Revision Number	Description
26-04-21		2	- Approved by Simon Bennett (GM-SD) by email
20-01-22	Sections 5.3, 5.5, 5.6, 5.9	3	- Amended text to align with James E's letter about SwireThrive - Note: Document approved outside of the CGS by Simon Bennett
23-08-22	Sections 2, 5.9	4	- Incorporated JS&S policies - Added reference to CP Donations policy in Section 5.9 - Added and alphabetise list of supporting policies in Section 2 Policy Statement - Remove reference to the People Policy in Section 2

Document Number	SD-GLB-POL-0007	
Classification	PUBLIC	Page 7 of 7
Note: By reading this manual you are deemed to have accepted and agreed to comply with the notice stated on the front page.		