

SUSTAINABLE DEVELOPMENT HIGHLIGHTS

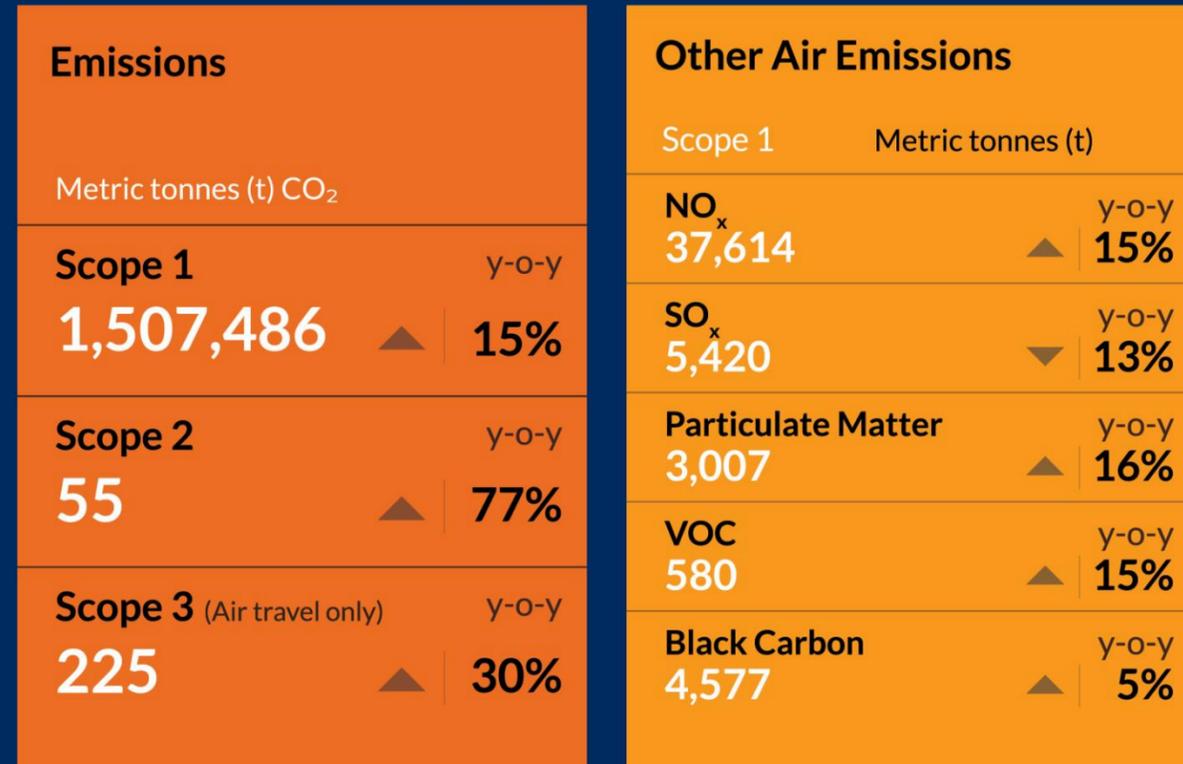
FOR THE CALENDAR YEAR 2021



KEY PERFORMANCE HIGHLIGHTS

ENVIRONMENTAL

Climate Footprint



Total Number of Vessels



Ecological Impacts

No significant spills and releases to the environment

SOCIAL

Employee Health and Safety



Diversity and Inclusion



GOVERNANCE



Business Ethics



ENVIRONMENT

Our focus covers both protecting marine biodiversity and addressing decarbonisation.

Net Zero and Energy Efficiency Operational Indicator (EEOI)

- Swire Bulk is committed to the long-term goal of Net Zero for our Scope 1 and 2 emissions by 2050.
- Our intensity target, EEOI, is 3% more aggressive than IMO's. At the end of 2021 we achieved a 1.39% y-o-y reduction in the weighted average score, and our score was 8.17 grammes of CO₂ per tonne of cargo carried over one nautical mile.

Driving decarbonisation efforts through industry partnerships

- Swire Bulk is a member of, *inter alia*, the Getting to Zero 2030 Coalition and the Mærsk Mc-Kinney Møller Center for Zero Carbon Shipping. We are also planning to work with the Global Centre for Maritime Decarbonisation (GCMD) in Singapore on a third-generation biofuel project in 2022.

Efforts to protect the marine environment

- We reported zero spills in 2021 and took part in a number of initiatives such as the Enhancing Cetacean Habitat and Observation (ECHO) Programme in Vancouver, and the Port of Long Beach Green Flag Programme.
- We also developed our own portable technology to reduce contaminants in the water used in hold cleaning.

Improved fleet efficiency

- We continued to improve our fleet fuel efficiency through various Technical and Operational measures. These efforts have translated into 2,822 metric tonnes of fuel savings and the reduction of 8,788 tCO₂ emissions to the environment during the reporting period.

Reduced use of Single-Use Plastics (SUP)

- We set ourselves a goal to reduce the number of Single-Use Plastic (SUP) water bottles on board our owned vessels to zero. Between 2018 and end-2021, we reduced the number of SUP water bottles consumed across the fleet by 79%.



SOCIAL

The experience of the pandemic continues to highlight the importance of our people. Safety will always be our first priority, through our Zero Harm initiative.

Safety, our first priority

- Safety will always be our first priority through our Zero Harm initiative. For our seafarers, we are prioritising crew changes wherever possible. Onshore, we have encouraged employees to return to the office to enable collaboration but kept flexible work arrangements in place.

Diversity and Inclusion

- We have 150 employees across our offices around the world, that come from 25 countries and regions.
- At the end of 2021 we had 23.5% female senior managers, with one on our Executive Leadership Team. We are working to have a more diverse Board.
- Swire Bulk joined WISTA in Singapore in 2022.

Employee retention

- In 2021, our retention rate for shore-based employees was 93.3%, which compares well with public benchmarks in the countries in which we have offices.

Mental wellness support

- We subscribe to Befrienders Worldwide (BW), an international network of crisis helplines to offer emotional support for employees (at sea or onshore) facing depression. A dedicated email and multi-language hotline service is available. The services are confidential (until and unless office intervention is unavoidably required – such as to arrange a seafarer’s repatriation to resolve an issue – and always with the employee’s free, prior and informed consent).



GOVERNANCE

Appropriate Governance is essential and ensures our license to operate.

Maritime Anti-Corruption Network

- Swire Bulk is a member of Maritime Anti-Corruption Network (MACN) that works closely with key stakeholders, including governments and international organisations, to identify and mitigate not only the symptoms, but also the root causes of corruption in the maritime industry.

VIVE Sustainable Supply Programme

- Swire Bulk became the first shipping company to be accredited under the VIVE Sustainable Supply Programme which covers the entire agricultural ingredient supply chain, from farm to fork. Through participation in this Programme, we hope to set the standard of sustainable practice within the industry.

RightShip Safety score requirement for chartered-in fleet

- For our chartered-in fleet, Swire Bulk only selects vessels that meet the requirements of RightShip Safety score of three and above. Under their new system, RightShip assesses and maintains the vetting status of all vessels subject to overall safety and operational performance in the last five years.

Policies and procedures

- We have strong governance in place which covers our Corporate Code of Conduct and other areas such as anti-bribery, anti-trust and human rights. All our employees must complete the governance compliance training programme annually and when they join the Company.
- All suppliers with a contractual agreement are required to follow our Supplier Code of Conduct.

