



Pacific International Lines

SUPPLIER CODE OF CONDUCT



Overview

Pacific International Lines's (PIL) Supplier Code of Conduct (Code) sets out the minimum requirements for our suppliers to operate responsibly. PIL expects our suppliers to comply with all applicable laws and regulations and in accordance with internationally recognised standards and practices. In the event of conflict between the Supplier Code of Conduct, and any law, our suppliers shall, ensure that the higher standard is followed.

This Supplier Code of Conduct outlines our requirements regarding:

- Labour and Human Rights
- Business Integrity
- Health and Safety
- Environmental Management and Sustainability

Raising a Concern

Should our suppliers or any third parties have any concerns in respect of this Supplier Code of Conduct or suspect or know of any potential or actual violations, these concerns can be reported to the PIL Whistleblowing Committee. All substantial reports, made in good faith, will be investigated confidentially, fairly and in a timely manner. We also expect suppliers to ensure that there will be no retaliation against any of their employees and subcontractors who make a report in good faith. Reports can be raised via the Whistleblower Committee as follows:

Hotline: +65 6421 0555

E-Mail: whistleblow@sgp.pilship.com

By Post: Pacific International Lines (Pte) Ltd
128 Beach Road #15-01, Guoco Midtown
Singapore 189773

Attention: Whistleblower Committee

Sustainable Procurement and Compliance

The objective of this Supplier Code of Conduct is to establish the development of sustainable procurement practices through dialogues and ongoing working relationships. We expect our suppliers to develop control mechanisms which are appropriate for the size and complexity of their businesses. However, in the event of serious violations or continued non-compliance may lead to PIL ceasing relationships with the supplier and which may include the cancellation, termination or non-renewal of contracts.

We require our suppliers to manage their own supply chain responsibly by taking care to identify and mitigate potential risks. However, PIL is prepared to work with relevant suppliers to conduct a suitable supply chain risk assessment which may vary in detail depending on the complexity of the supply chain.

Labour and Human Rights

PIL respects labour and human rights, and we expect our workplaces to be free from discrimination, harassment, and bullying, PIL follows applicable laws and international standards such as the the International Labour Organization Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights. PIL seeks to do business with suppliers who share these values and suppliers are expected to:

- Adhere to local employment laws ensuring that that their operations are free from the exploitation of child labour and not support any form of modern slavery either directly or indirectly.
- Provide a platform for employees to collectively negotiate labor issues such as wages and working condition (where required to do so by law).
- Provide places of work free of any form of harassment, violence, discrimination, and promote diversity.
- Provide a clean, hygienic and safe work place for its employees.



Business Integrity

PIL seeks to comply with all applicable laws and regulations where we operate and we understand that this is essential for our success. Our approach is to operate with the highest standards of ethical business conduct. We expect our suppliers to fully abide by all applicable anti-corruption, anti-bribery, anti-trust (competition), and sanctions or trade export control laws and regulations. In particular suppliers. Suppliers are expected to:

- Have a zero-tolerance approach to bribery and corruption including prompt reporting of any case of bribery or corruption in their dealings with PIL;
- Avoid and seek to eliminate any facilitation payments;
- Declare any potential or actual conflict of interest in their dealings with PIL;
- Ensure that any Gifts or Hospitality is for legitimate business purposes, reasonable, appropriate and not overly frequent;
- Comply with all applicable laws regarding anti-trust or competition;
- Comply with all applicable national and international trade control laws in respect of business transactions with countries, companies and persons, and the transfer of goods and services, software or technology between countries;
- To protect PIL's reputation and any information or property entrusted to them. We expect our suppliers to protect any of our confidential information to which they have access, including intellectual property, trade secrets, or financial information;
- Comply with data privacy laws and all contractual obligations relating to confidentiality and information security.

Health and Safety

Our suppliers must adhere to all relevant health and safety laws and regulations. We expect our suppliers to implement sufficient control mechanisms, in particular taking care to:

- Provide basic personal protective equipment appropriate to the type of work
- Establish a robust safety focused risk assessment procedure for high risk work environments
- Conduct investigations for all health and safety incidents
- Provide routine health and safety training for all relevant employees

Environmental Management and Sustainability

Our suppliers must adhere to all relevant environmental laws and regulations. We expect our suppliers to demonstrate an adequate level of environmental awareness and encourage them to seek certification (e.g. ISO14001 certification, or a comparable certification) in particular taking care to:

- Where required, obtain and maintain all the necessary environmental permits, approvals and registrations
- Conduct investigations for environmental incidents
- Complete an environmental risk assessment and provide routine environmental training for all relevant employees
- Understand the organization's environmental footprint and establish a reduction programme for one or more environmental impacts: e.g. water use, CO2 emissions.
- We encourage our suppliers to move away from non-renewable energy sources when feasible and economically viable. In the interim, we expect our suppliers to identify and implement energy saving initiatives where applicable.



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