



Human Rights Policy

1.0 Purpose

At Sinwa Group, we are committed to upholding the highest standards of human rights in all aspects of our operations. We recognize the inherent dignity and equal rights of all individuals and are dedicated to promoting a culture of respect, fairness, and inclusivity.

This Human Rights Policy outlines our principles and commitments to ensure the protection and promotion of human rights within our organization and throughout our supply chain.

2.0 Scope

This policy applies to all individuals within the Sinwa Group, including but not limited to directors, senior management, officers, permanent and temporary employees, and any other persons associated with the Group or its subsidiaries, regardless of their location. Collectively, these individuals are referred to as “employees” of the Sinwa Group.

“Sinwa Group” shall refer collectively or individually to any of the following affiliated companies:

- **Sinwa (Singapore) Pte Ltd**, registered at 28 Joo Koon Circle, Singapore 629057
- **Sinwa Australia Pty Ltd**, registered at 39 Jessie Lee Street, Henderson, Western Australia 6166
- **Sinwa Thailand Ltd**, registered at 68 Moo 6, Amphoe Singhanakhon, Songkla Thailand 60280
- **Spry Asia Group Co Ltd**, registered at 62 Moo 6, Amphur Banglamung, Chonburi, Thailand 20150
- **Francois Marine Services (Singapore) Pte Ltd**, registered at 28 Joo Koon Circle, Singapore 629057
- **Seafirst Marine Services Pte Ltd**, registered at 28 Joo Koon Circle, Singapore 629057

3.0 Policy Statement

Sinwa Group is committed to complying with all applicable national and international laws, treaties, conventions, and regulations related to human rights.

We support and adhere to the principles outlined in the Universal Declaration of Human Rights, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, and other relevant international standards.

S I N G A P O R E - H O N G K O N G - A U S T R A L I A - C H I N A - T H A I L A N D

M A R I N E , O F F S H O R E S U P P L Y & L O G I S T I C S



4.0 Core Principles

- **Dignity and Respect:** We value the dignity of every individual and treat all persons with respect and fairness.
- **Equality and Non-Discrimination:** We are committed to providing equal opportunities and treatment for all employees, regardless of race, ethnicity, gender, age, religion, disability, sexual orientation, or any other characteristic protected by law.
- **Labor Rights:** We uphold internationally recognized labor rights, including the freedom of association, the right to collective bargaining, and fair wages.
- **Child Labor and Forced Labor:** We maintain a zero-tolerance policy for child labor and forced labor. We do not employ individuals under the legal working age or under any form of coercion.
- **Community Engagement:** We engage with and respect the rights of the communities where we operate. We strive to be good neighbors and contribute positively to local development.
- **Freedom of Expression and Privacy:** We support the freedom of expression and privacy rights of our employees and stakeholders. We protect whistleblowers and individuals who report human rights violations.

5.0 Employee Responsibilities

All employees are expected to uphold the principles of this Human Rights Policy in their interactions with colleagues, customers, suppliers, and the broader community. Employees are encouraged to report any concerns or violations of human rights through the established reporting channels without fear of retaliation.

6.0 Supplier and Business Partner Expectations

We expect our suppliers, contractors, and business partners to share our commitment to human rights. Suppliers and business partners are required to comply with the principles outlined in this policy, and we actively work with them to promote ethical practices in our supply chain.



7.0 Training and Awareness

Sinwa Group provides regular training and resources to employees to enhance their understanding of human rights principles and their responsibilities. We raise awareness of human rights issues through internal communications, workshops, and educational materials.

8.0 Monitoring and Reporting

We have established mechanisms to monitor our human rights performance and address any issues that arise. Employees and stakeholders are encouraged to report any suspected violations of human rights through confidential reporting channels.

9.0 Maintenance and Review

At Sinwa Group, we believe that respecting and promoting human rights is not only the right thing to do, but it also strengthens our business and contributes to a more just and sustainable world. This Human Rights Policy is a reflection of our values and our commitment to upholding the highest ethical standards in everything we do.

The responsibility for maintaining and updating this policy lies with Human Resources, in consultation with Senior Management. Human Resource is responsible for reviewing this policy regularly, taking into consideration its suitability, adequacy and effectiveness during implementation.

Sinwa Group is committed to continuously reviewing and improving our Human Rights Policy and practices. We engage with stakeholders to gather feedback and ensure our policies remain relevant and effective. Comments, suggestions and queries should be addressed to Human Resource or Senior Management.