



Slavery and Child Labour Policy

1.0 Purpose

Sinwa Group acknowledges the fact that slavery and child labour occurs in many countries. Sinwa Group does not accept slavery or child labour in the production, supply chain or distribution of any of the products manufactured, supplied or traded by the company. This policy has been established in order to make our position clear to suppliers and customers. The requirements of this policy are mandatory to all suppliers and their subcontractors.

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 does not accept slavery, child labour or exploitation of young workers.

We maintain a zero-tolerance policy for slavery, child labor and forced labor. We do not employ individuals under the legal working age or under any form of coercion.

Young workers of legal working age, until the age of 18, have the right to be protected from any type of employment or work which, by its nature or the circumstances in which it is carried out, is likely to jeopardize their health, safety or morals. Sinwa Group therefore requires from all its suppliers and their subcontractors that young workers are treated according to the law; this includes measures to avoid hazardous jobs and night shifts, and are paid reasonable wages. Limits for working hours and overtime should be set with special consideration to the workers' young age.

Sinwa Group supports the United Nations Convention on the Rights of the Child

Sinwa Group supports the Modern Slavery Act (2015)

Sinwa Group supports and subscribes to the principles and ratified conventions laid down by the International Labour Organization.

4.0 Supplier and Business Partner Expectations

Sinwa requires that all suppliers comply with all relevant national and international laws, regulations and provisions applicable in the country of production.

Suppliers are obliged to take the appropriate measures to ensure that no slavery or child labour occurs within both their own and their subcontractors' places or production.

5.0 Remediation

If slavery or child labour is identified in the supply chain of Sinwa Group, its suppliers or their subcontractors, Sinwa Group will notify relevant authorities and together with appropriately qualified organizations seek to develop a responsible solution that is in the best long-term interest of the individual affected. Sinwa Group and its supplier will agree on a corrective action plan, and measures will be taken to assure implementation and successful execution.



6.0 Maintenance and Review

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 Slavery and Child Labour Policy and practices. Comments, suggestions and queries should be addressed to Human Resource or Senior Management.