

Date: 1 Oct 2025

Honour Lane Shipping Limited and its group of companies (HLS)

Human Rights, Labour Rights, and Business Ethics Statement

Honour Lane Shipping Limited and its group of companies (HLS) are committed to conducting business with integrity, fairness, and respect for the dignity and rights of all people. We support internationally recognized human rights principles and uphold the highest standards of ethical business conduct across our operations, business relationships, and supply chains.

Our Commitments:

- **Human Rights & Labour Practices:**

We prohibit all forms of forced, bonded, trafficked, or prison labour, and do not permit child labour. Employment is freely chosen, and workers retain control of their identity documents and are not charged recruitment fees. We respect the freedom of association and collective bargaining, and, where restricted by law, support alternative forms of worker representation.

- **Workplace Health, Safety & Dignity:**

We provide a safe, healthy, and humane work environment. Harassment, bullying, abuse, intimidation, and discrimination are not tolerated.

- **Diversity, Inclusion & Non-Discrimination:**

We provide equal opportunity and do not discriminate based on race, colour, gender, gender identity or expression, sexual orientation, age, religion, ethnicity, disability, marital or parental status, or any other protected characteristic. Retaliation for raising concerns in good faith is strictly prohibited.

- **Environmental Responsibility:**

We strive to comply with all applicable environmental laws and strive to reduce emissions, waste, and resource use. We expect our partners to adopt sustainable practices in support of a low-carbon future.

- **Business Integrity & Compliance:**

We maintain zero tolerance for bribery, corruption, extortion, or fraud, and comply fully with anti-corruption and competition laws. Gifts, hospitality, and entertainment are permitted only if modest, lawful, and transparent. Company records must be accurate and maintained in accordance with legal and regulatory requirements.

- **Freedom of Association:** We respect employees' rights to form, join, or not join organizations or trade unions consistent with applicable laws and regulations in all jurisdictions where we operate, including Hong Kong's Basic Law and the Employment Ordinance. We enable access for duly elected representatives and provide a safe environment for dialogue and collective bargaining without reprisal, discrimination, or interference.

Our Expectations:

This Statement applies to all HLS employees, officers, directors, and extends to our suppliers, contractors, and business partners as applicable. We expect our partners to uphold these standards within their own operations and supply chains and to cooperate with our due diligence, assessments, and improvement initiatives.

Reporting Concerns:

Anyone who becomes aware of a potential violation of this Statement is highly encouraged to report it in a timely manner. Reports may be made via email to bizethics@hlsholding.com or online at <https://www.hlsholding.com/contactus>. HLS investigates all concerns impartially and confidentially and prohibits retaliation against anyone who reports in good faith.

Continuous Improvement:

We regularly review and update our policies and practices, provide training to our people, and support our partners in meeting these commitments. HLS is dedicated to fostering a safe, inclusive, and sustainable value chain for all.