



Unigas International B.V.
Operator of the Unigas
Pool of Vessels

Postal address:
Postbus 21059, 3001 AB
Rotterdam

Visiting address:
Blaak 555, 19th floor
3011 GB Rotterdam
The Netherlands

Tel: +31 10 240 59 99
Email: office@unigas.nl
www.unigas.nl

CODE OF CONDUCT – UNIGAS INTERNATIONAL B.V.

As The Operator of the Unigas Pool of Vessels

The role of the Code of Conduct

The code of conduct outlines our shared values and core beliefs at **Unigas**. Acting in accordance with the Code of Conduct is the responsibility of all the people at **Unigas**. We, the employees of **Unigas**, believe in the worth of everyone around us. We value respect, fairness, and harmony. Our environment is a safe space where we can grow and be ourselves, respecting the boundaries set out in the Code of Conduct.

The code of conduct does not replace personal responsibility or thoughtful and prudent behavior of an ethical employee. The Code of Conduct is supplementary to laws and legislation and does not replace them.

A message from Leadership

Together as citizens of the world, we all face a period of huge disruption, where we all look more closely at what we do and how we impact the world around us. **Unigas** and our partners are committed to working with our customers and industry peers to make shipping a sustainable and circular model and are investing heavily in digital and technical evolutions to better prepare our services for the years ahead.

Company values

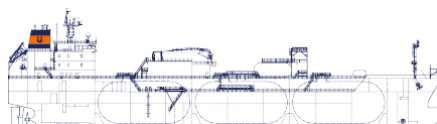
Our daily behaviors and our resilient culture reflect our deepest values. We commit to delivering at a level of excellence and lead the way to sustainable shipping both now and forever.

Environmental responsibility

We take a long-term view of our day-to-day decisions. Environmental responsibility is the duty of each of our employees to abstain from the unnecessary waste of resources, prevent pollution incidents and minimize the exploitation of nature. We ensure to comply with environmental legislation and reduce our carbon footprint. Through 'The Wake Initiative' **Unigas** and our partners are committed to making shipping a sustainable and circular model.

Partnership

Founded in 1969, **Unigas** has valued partnership over more than 50 years. The vision we share with our shareholders and colleagues is achievable through partnerships, and **Unigas** has a deep history in making partnerships work. We select our business partners through fair procurement processes. We treat our partnerships with a high level of commitment and respect, but we do not tolerate unlawful business practices.



Registered with the Chamber of Commerce, Rotterdam.
File no. 24116012, VAT nr. NL007155682B01



Health and Safety

Health and safety are daily priority for our employees. We closely monitor environmental and safety laws to ensure that our activities do not harm our workplace and the environment. We avoid any action that could create a dangerous situation and use good judgment to make responsible choices. We do not condone acts of violence, threats, and physical intimidation. Employees must be free from the influence of any substance that could affect safety of others.

Ethics Compass

We are committed to providing the best working environment for our people, along with a culture of inclusion, diversity, and equal opportunities. We firmly believe that caring for others is the key to our future, so at Unigas it truly is all about – you.

Professionalism

We do not allow conflict of interest or any form of bias to impact on our professional judgement and business practices. Our employees are punctual, organized and dedicated to getting the job done. We are responsible and careful in the proper use of resources, funds, equipment, and facilities

Competency

Our knowledgeable employees exercise due care and precision in carrying out our services. We use our unique talents, skills, and insight to exceed the expectations of our customers.

Fair business practices, Honest and Fair Dealing

We are honest and fair in our business relationships, and we do not tolerate corrupt practices from our colleagues or business partners. We highly value the rights of all our workers, and we will not engage in any form of forced labor practice.

Quality

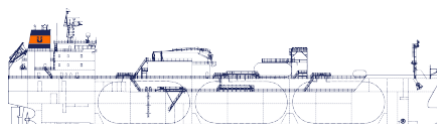
We promote innovation and new ideas to enhance the value of our services, without undermining the environmental impact. The history of our company is respected throughout the industry as a leader in quality, safety, reliability, and service. Our employees are devoted to providing quality services by bringing together innovation, depth of insight and extended experience in the field of shipping.

Diversity and inclusion

It is the responsibility of all of us to create a work environment that fosters inclusion, safety, and humility. We show respect and value all individuals for their diverse backgrounds. Our workforce is hired based on equal opportunity standards and promoted based on achievements and skills. We do not accept harassment or exclusion of any sort on the grounds of race, gender, age, or any category protected by local law. When actions are not consistent with our values, we are encouraged to speak up.

Mutual advantage

It is the responsibility of all of us to create a work environment that encourages our employees to develop their unique potential. We encourage both professional and personal growth of our colleagues. We encourage open communication and transparency to create the best possible outcome for everyone involved.





Core Practices

All people acting on behalf of Unigas must act honestly, fairly and with integrity in all aspects of our business. The below ethical principles illustrate the core expectations that our stakeholders can have of all our employees.

Our customers and investors

We deliver long-term value to our customers and investors, through sustainable performance and creative solutions. The people within **Unigas** are working hard to put our technical experience to good use. We provide clear and complete communication to our customers and investors.

Confidentiality, privacy, and data protection

We respect the privacy of all individuals. We therefore take measures to protect the confidentiality of the information we collect and prohibit the use for any form of personal benefit. We recognize the increasing significance of social media in today's world and use it as a tool to communicate our values and our passion. Our people carry the responsibility not to disclose confidential company information and information on behalf of **Unigas** can only be shared if permission has been obtained.

Corruption and bribery

Unigas avoids any form of corruption that can threaten the integrity of the company. We are against corruption and do not induce or permit any form of bribes even if legal under local laws. Our policy promotes fair dealing with customers, suppliers, competitors, and other stakeholders. As a firm, we strongly support efforts to eradicate fraud and corruption.

Benefits or gifts from outside parties are only allowed in specific circumstances which do not jeopardize or influence the independence of our people.

Every employee must report actual or potential conflicts of interest to avoid possible consequences for themselves, or **Unigas**.

Compliance with law and regulations

It is our policy to conduct our business with integrity and compliance with applicable law and regulations in the regions we operate. We ensure that our activities are supported by required permits and licenses. **Unigas** employees must speak up if aware of any illegal operation

