

WIN WIN SHIPPING PTE LTD

COMPANY VALUES, GENERAL BUSINESS PRINCIPLES AND CORPORATE RESPONSIBILITY

Win Win adheres to the following

OUR VALUES

Our Company promulgates, in every transaction we undertake, to provide a competent, professional, value-for money service or product we provide. Our people are encouraged to be open and honest in communication with all parties especially where and when difficulties arise in a manner which extends full respect for law and authority, counterparty rights so as to add value to every situation we encounter.

GENERAL BUSINESS PRINCIPLES

- a) **Respect for Law and Authority**
In every country we operate or where we are able to influence business conduct, business will be conducted according to the full provisions of the prevailing laws of that country, in every respect. As a Singapore incorporated company, business conduct will follow the full legal business provisions set out by the Singapore government, including but not limited to provisions and exclusions by international organisations in which the Singapore government is a treaty party.
We will not engage in forbidden trade practices relating to humans, animals, dangerous substances, illicit acts or activities internationally acknowledged being harmful.
- b) **Rights of Individuals**
We respect in full the right of every employee, sub-contractor, business counterparties to full provisions for their safety and well being, respecting their right to human dignity and equality of genders (where the practicality of the job scope does not prevent gender employment discrimination), requirement for rest and reasonable rewards for effort expended. We endeavour to conduct business with parties having similar values.
- c) **Transparency and Integrity**
In all our transactions, while acknowledging the sanctity of business confidence from our clients; we follow the axiom that if it cannot be disclosed where properly required, it should not be transacted. Accordingly, all “inducements and other forms of coercion” are strictly prohibited. All payments for transactions must be made to corporate entities by audit traceable methods; for minor exceptions the name and identity of the recipient must be clearly documented.
- d) **Value Add**
We strive to add value to every counterparty or situation we are involved in:-
 - For clients, to provide a competitively priced product/service such that a long term sustainable relationship can be maintained;
 - For shareholders, to provide a sustainable reasonable rate of return on and to safeguard their investments,
 - For business partners, a relationship of mutual benefit arising from trust earned between us from repeated transactions;

- For employees, a work scope and environment for self actualisation to bring out the best in them
 - For society at large, a total commitment to our responsibilities as a corporate citizen by acknowledging our role as a tax payer, an employer, a supporter of national interests irrespective of race, religion or creed.
- e) Health, Safety and Environment
- While our activities are principally office based, we fully encourage all parties we deal with to adopt international best practices relating to
- A safe work environment by the provision of all necessary equipment and support;
 - An endorsed programme to promote a healthy lifestyle for employees
 - A respect for human requirement for rest, leisure, well-being and self actualisation activities outside of work;
 - A relentless effort to promote appropriate use and disposal of resources and a commitment to elimination of waste in the interests of environmental protection
- f) Non Business Activities
- We firmly believe every human being is entitled to their freedom of expression and fully endorse respect for differing views. Therefore, we do not prevent, nor do we encourage or support, any expression of religious or political views in the organisation.

However, the Company encourages and leads by example, a commitment to altruistic human causes – charity, volunteerism, support for the disabled and disadvantaged, Institutions of Public Character

OUR BUSINESS MOTTO

“In helping you to beat your competitors, we beat ours”