

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 associated with **Unigas** and our operations. We, the employees of **Unigas**, believe in the worth of everyone around us and 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 long term customer base and industry peers to transform shipping into a sustainable and circular model. We are therefore investing heavily in digital and technical evolutions to better prepare our services for the years ahead.

At **Unigas** we believe that our people and culture are our most important asset and go to every length to ensure that each member of **Unigas** enjoys their time and story with us. As a management team we actively promote an open culture where everyone is included and encouraged to take ownership and responsibility for their work. We center our culture around a service minded approach, naturally towards our valued and long term customer base, but also towards each other.

We ask our colleagues to be flexible in their approach and think about others in everything they do, look past their own role and consider how they can positively impact those around them. We should challenge processes and ways of working where appropriate, be heard and push for change where necessary, and have a real effect on our environment and the company as a whole. Our moto of 'it's all about U' is meant in a giving context, if we think about how we can help those around us, then in return we have others around us thinking how they can help in return. Our culture is the building block for our service and relationship towards our customers, being flexible, thoughtful and analytical, we aim to help unlock unrealized potential and further magnify value in our services.

Through a culture where the idea takes precedent, not hierarchy, we look to inspire and empower our colleagues to speak up and take an active role in moving our company forwards. **Unigas** is renowned for its customer centric approach, built through long term relationships and a successful track record built up over many decades of safe and reliable operations. We aim to continually raise that bar on those standards and through our partnerships are confident in bringing fresh winds of change and ever more sustainable operations to our services.

Alex Graham
CEO



Company values

Our daily behaviors and our resilient culture reflect our deepest values. We commit to deliver excellence of service to our customers and lead the way towards a sustainable shipping model at the earliest possible opportunity.

Environmental responsibility

We take a long-term view in our day-to-day decision making. Protecting the Environment is the duty of us all and we ask each of our employees to also share in this responsibility, abstain from any unnecessary waste, prevent pollution incidents and minimize the exploitation of nature. We ensure compliance with environmental legislation and to reduce our impact. Through 'The Wake Initiative' **Unigas** and our Partners are committed to make shipping a sustainable and circular model.

Partnership

Founded in 1969, **Unigas** has valued partnerships for more than 50 years. Our vision can only be achieved through partnerships and close cooperation with our customers. **Unigas** has a deep history in making partnerships work so we are confident that together we can find the solutions needed to support our customers targets on quality, safety and climate impact concurrently.

We select our suppliers through fair procurement processes and consider 'knowing our customers' to be a critical control in our business practices. We treat all customers and suppliers with the same high level of commitment and respect, and we do not tolerate unlawful business practices.

Health and Safety

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

Quality

We promote innovation and new ideas to enhance the value of our services, with special focus on reducing any 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 our field.



Ethics compass



We are committed to providing the best working environment to 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 conflicts of interest or any form of bias to impact 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.

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 fosters our employees to develop their unique potentials. We encourage both professional as well as personal growth of our colleagues. We encourage open communication and transparency to create the best possible outcome for everyone involved.



Core practices

All persons 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 expect from all our employees.

Our Customers and Partners

Everything we do revolves around delivering the highest possible level of service to our Customers and Partners through professional, sustainable performance, accurate reporting and creative solutions. At **Unigas** are working hard to put our technical experience to good use and are committed to providing flexibility and value in our services backed by clear and complete communication to our customers and Partners.

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 unauthorized activity. 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 company confidential information and information attained on behalf of **Unigas** can only be shared if permission has been obtained.

Corruption and bribery

Unigas and its employees avoid 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 bribery 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 certain 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 laws 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

