



THIRD PARTY CODE OF CONDUCT

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AAL is committed to ensuring that, in all its operations, both ashore and out at sea, sound values, principles and business practices are adhered to. In the spirit of “Powered by Partnerships. Driven by People” and recognizing the value and critical role of supplier relations, AAL expects all its current and future service and goods suppliers, including all subcontractors, to operate in accordance sound business practices and to adhere to the same ethics as described in this Code. Where national /regional/local standards differ from those stated in this Code, AAL expects its suppliers to apply the stricter standard requirements.

As a minimum, Suppliers are required to comply with the present Code. Failure to comply with any provision of the Code could result in termination of the business and/or contractual relationship with AAL.

AAL will evaluate Suppliers’ compliance with the Code during the Suppliers’ evaluation, selection, or onboarding process, and/or at any other time during the Supplier’s relationship with AAL.

Business Ethics and Integrity

Laws and Regulations

Suppliers shall comply with all applicable international, national, regional, and local laws, rules and regulations. Suppliers shall notify AAL immediately of any violation of applicable laws, rules and regulations that may affect their ability to supply products or services in accordance with the Code.

Business Integrity and Ethics

Suppliers shall deal honestly, fairly and ethically in every aspect of their business, including sourcing, operations and relationships with AAL, its employees, and/or other AAL's business partners, contractors and service/product suppliers.

Fair Trading, Antitrust and/or Competition

Suppliers must refrain from any discussion, communication, information sharing, or agreement related to strategic information that would violate applicable antitrust or competition laws.

Product and Service Quality and Safety

Suppliers shall supply products and services that are safe, fit for purpose, of merchantable quality and comply with all applicable laws, rules, and regulations.

Confidentiality

Suppliers must protect AAL and its clients' confidential assets and information. Suppliers shall only use AAL's Information for legitimate business purposes. Unless specifically authorized by AAL or otherwise required under law, Suppliers shall not disclose or communicate any AAL Information to unauthorized third parties, the public and/or the media.

Corruption, Bribery and Facilitation

Suppliers doing business with AAL must be familiar and comply with the requirements of anti-corruption laws and regulations and must not commit, or become involved in, bribery or corruption of any form, including facilitation payments.

Conflict of Interest

Suppliers are expected to disclose to AAL any situation that may appear as conflict of interest

Economic/Trade Sanctions

Suppliers must comply with all applicable trade and sanctions laws and regulations.



Business Ethics and Integrity

Cyber and Data Security and Privacy

Suppliers must employ adequate controls to manage data protection and privacy of personal data and ensure the confidentiality, integrity and availability of information they store or process and prevent any cyber security breaches or threats. Suppliers must promptly notify AAL in the event of any unauthorized breach, disclosure, leakage or use of personal data or confidential information.

Intellectual Property Rights

Suppliers shall recognise and respect AAL's intellectual property rights in its trademarks, copyright, design and patents. Suppliers shall not engage in any activities that may infringe upon any of AAL's intellectual property rights or tarnish the company's reputation.

Outsourcing of Services

Suppliers must ensure that all suppliers, subcontractors, and agents it uses to fulfill obligations or commitments to AAL are to comply with the Code or impose substantially similar obligations.

Violations of the Code

Suppliers shall acknowledge that if they become aware of a violation, including its suppliers', subcontractors', and agents' violations, they must report to AAL and address it.

Media and Social Media relations, External events

Supplier must never purport to represent AAL either directly or indirectly in media/social media or during any events.



Health and Safety Performance, Quality of Products / Services supplied

Health Working Environment	Safety Management Systems	Personal protective Equipment and Safety Training	Warning Signs and Labels
<p>Suppliers must provide a safe and healthy working environment for their employees and subcontractors. All practical and reasonable measures are to be taken to eliminate workplace fatalities, injuries, and disease.</p>	<p>Suppliers must develop and implement effective health and safety management systems with worker participation in the safety committees and ensure that such systems support identifying risks, measuring, and monitoring performance, and driving continual improvements to mitigate or minimise health and safety risks emanating from its operations.</p>	<p>Supplier must ensure protection of their workforce by providing personal protective equipment appropriate to the nature of work and relevant training on health and safety systems.</p>	<p>Suppliers are responsible to ensure that suitable warnings and labels are posted in the area work is undertaken under their responsibility and, as applicable, on the products supplied.</p>
Stop Work and Reporting of Unsafe Practices	Emergency Preparedness, Response Plans, Business Continuity	Drugs and Alcohol	Incident, Accident and Near Miss Investigations and Report
<p>AAL empowers all its employees and suppliers, at any level, to immediately halt a job or task when a hazardous situation appears imminent, without fear of retribution. AAL encourages reporting of ALL unsafe practices.</p>	<p>Suppliers must implement emergency preparedness and response plans to ensure business continuity in the event of an incident.</p>	<p>Suppliers must have policies and control in place to ensure that use, possession, distribution, purchase or sale of alcohol or drugs (excluding medicine) by any person while conducting/engaging or coming in contact with AAL business is prohibited.</p>	<p>Suppliers must ensure having strict policies and procedures to ensure all near misses and incidents are thoroughly investigated and, where required, reports and corrective and preventive actions are made available upon request to AAL.</p>



Human Resources, Human Rights and Labour Practices

Labour Standards and Practices

Suppliers shall comply with all applicable laws, rules and regulations pertaining to working hours, wages, benefits, minimum age, working conditions, occupational health and safety, and industrial relations.

Human Rights

Suppliers must respect the human rights of their employees and treat them fairly, as well as adhere to the international principles and all applicable laws.

Compensation, Working Hours, Benefits

Suppliers shall comply with all applicable local laws and mandatory industry standards regarding wages, working hours, and other legally mandated benefits.

Forced, Excessive or Compulsory Labour

Suppliers must ensure that forced, bonded or involuntary labour is not employed in all business dealings with ALL and AAL's business partners.

Child Labour

Suppliers must not use child labor and they should act in accordance with applicable child labor laws.

Discrimination

Suppliers must ensure equal treatment and refrain from discrimination of any form, including on grounds that are prohibited in national laws and international standards.

Harassment and Abuse

Suppliers must commit to a harassment-free workplace and must not permit the use of, corporal punishment or other forms of mental or physical coercion, sexual harassment or abuse, nor execute threats of such treatment.



Environment, Sustainability and Social Responsibilities

Environmental Legislation

Suppliers must comply with all relevant local and national environmental laws as well as international standards, obtain and maintain all the necessary environmental permits, approvals, and registrations. In addition, Suppliers must ensure their supply chain comply with all legislative requirements.

Environmental Aspects Impacts

AAL will favour those Suppliers having implemented environmental management systems identifying their business aspects and impacts, measuring and monitoring their environmental and energy performance and driving continual improvement to mitigate their impact to the environment.

Prohibited Materials

Suppliers must ensure that goods/products supplied to AAL do not contain any “prohibited” components that may pose a health risk to any person and environment. “Prohibited” materials include, but are not limited to Asbestos and Asbestos-containing materials, Lead-containing paints and or components, CFC refrigerants, Mercury-containing fluorescent lamps, thermostats and switches, etc.

Hazardous Materials, Other Refuses and Waste

Suppliers and their supply chain must comply with applicable laws and international conventions with respect to the use, handling, and disposal of hazardous waste, persistent organic pollutants, mercury, and similar substances. Furthermore, and as far as practical, any packaging for goods supplied to AAL and its partners should be environmentally friendly / and preferably recyclable.

Sustainable Sourcing

Whenever possible, Suppliers must employ sustainable sourcing. Materials must be not sourced from World Heritage listed properties and IUCN Protected Areas.

Community Interaction

Suppliers and their employees must treat members of the community with dignity and respect and avoid in all ways adversely impacting the community.



Term	Meaning
AAL	Austral Asia Line Pte Ltd / AAL Shipping
Accident	An accident is an event that has unintentionally happened, that results in damage, injury or harm
Bribery	Bribery is the act of promising, giving, receiving, or agreeing to receive money or some other item of value with the corrupt aim of influencing a public official in the discharge of his official duties.
Business continuity	Business continuity encompasses processes, procedures, decisions and activities to ensure that an organization can continue to function through an operational interruption
Child labour	Child labour is when a person below 15 years of age is doing work that is depriving them of their childhood, their potential and their dignity - when the work is harming their physical and mental development.
Community	A community is a social unit (a group of living things) with a shared socially significant characteristic, such as place, set of norms, culture, religion, values, customs, or identity.
Confidentiality	The term 'confidentiality' means preserving authorized restrictions on access and disclosure, including means for protecting personal privacy and proprietary information.
Conflict of interest	A conflict of interest is a situation in which a person or organization is involved in multiple interests, financial or otherwise, and serving one interest could involve working against another.
Contractor	A contractor is any individual or organization that is hired to perform work for another individual or organization on a contract basis.
Corruption	Corruption is a form of dishonesty or a criminal offense which is undertaken by a person or an organization which is entrusted in a position of authority, in order to acquire illicit benefits or abuse power for one's personal gain.
Cyber security	Cyber security is the practice of defending computers, servers, mobile devices, electronic systems, networks, and data from malicious attacks. It's also known as information technology security, data security or electronic information security.
Discrimination	Discrimination in the workplace is unjust treatment of people, based on certain prejudices. Discrimination can occur when an employee is treated unfavourably due to their gender, sexuality, race, religion, pregnancy and maternity or disability.
Emergency preparedness	Emergency preparedness refers to plans and provisions that increase the likelihood that an individual or an organization is able to get through an unplanned event safely.
Emergency response	Emergency response is an immediate, systematic response to an unexpected or dangerous occurrence. The goal of an emergency response procedure is to mitigate the impact of the event on people, property, and the environment.
Environmental aspect	Environmental Aspect is an element of an organization's activities, products or services that can interact with the environment.
Environmental impacts	Environmental impact is the effect of human activity on the environment in the form of creating environmental imbalance. Some of the most common environmental impacts are: air pollution, water pollution (seas, rivers, groundwater).
Facilitation	A facilitating payment is a financial payment that may constitute a bribe and is made with the intention of expediting an administrative process. It is a payment made to a public or government official that acts as an incentive for the official to complete some action or process expeditiously, to the benefit of the party making the payment.
Forced labour	Forced labour is defined as "all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily"
Harassment	Harassment is any unwanted behavior, physical or verbal (or even suggested), that makes a reasonable person feel uncomfortable, humiliated, or mentally distressed.
Human rights	Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.
Incident	An incident is an event that has unintentionally happened, but this may not result in damage, harm or injury.
Intellectual property	Intellectual property is a type of property consisting of intangible creations of the human intellect, and typically includes copyrights, patents, trademarks, and trade secrets
Labour standards	Labour standards are defined as the rules and regulations that govern working conditions (working times, employment stability, workers' representation rights, minimum wages, health and safety in the workplace, etc.)
Laws, rules and regulations	Legislative Requirements means Acts, Regulations, local laws and by-laws, Codes of Practice and any other instruments made under any Act or subordinate legislation, which relate to the delivery of requirements.
Management system	A management system is a set of policies, processes and procedures used by an organization to ensure that it can fulfil the tasks required to achieve its objective.
Near Miss	A near miss is an unplanned event that did not result in injury, damage or illness, but could have done so.
Outsourced service	Outsourcing is the business practice of hiring a party outside a company to perform services or create goods that were traditionally performed in-house by the company's own employees and staff.
Sanctions	Economic sanctions are commercial and financial penalties applied by states or institutions against states, groups, or individuals.
Stop Work (Authority)	Stop Work (Authority) provides employees and contract workers with the responsibility and obligation to stop work when a perceived unsafe condition or behaviour may result in an unwanted event.
Supplier	Typically an organization that supplies products or services to another company, here AAL
Sustainability	Sustainability refers to the ability to maintain or support a process continuously over time. In business and policy contexts, sustainability seeks to prevent the depletion of natural or physical resources, so that they will remain available for the long term.
Trademark	A trademark is an easily recognizable symbol, phrase, or word that denotes a specific product or service. It legally differentiates a product or service from all others of its kind and recognizes the source company's ownership of the brand.
Work(ing) environment	A work environment is the setting, social aspects and physical conditions in which an individual performs their job.



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If you have any questions about the Third-Party Code of Conduct or about AAL's expectations of its Third Parties, you may contact the AAL's QHSE Department at qhse@aalshipping.com
AAL Shipping (AAL) - Member of Schoeller Holdings

