

Date: 15 Sep 2026

Our Corporate Culture

At Honour Lane Shipping (HLS), our culture is grounded in disciplined operations, high-quality customer care, and an unwavering commitment to sustainable growth. For over two decades, we have fostered an agile and resilient global network driven by professional integrity, accountability, and a commitment to sustainable performance.

1. Professional Integrity & Compliance First

Our operations are sustained by strict adherence to global regulations, local legal frameworks, and our Code of Conduct. We maintain a zero-tolerance policy toward ethical compromise, corruption, or labour rights violations. Every employee act as a guardian of the Group's reputation through absolute diligence in handling dangerous goods safely, protecting customer and proprietary data securely, and proactively declaring conflicts of interest. Professional integrity underpins our risk management and internal controls systems, ensuring sustainable and compliant operations across all activities.

Source: HLS Group Companies Code of Conduct and HLS Sustainability Report ("Governance" chapter).

2. Customer Care & Proactive Problem-Solving

Delivering consistent, high-quality shipping solutions is the bedrock of our business model. We utilise data-driven insights and structured communication pathways to move beyond reactive problem-solving. Our teams emphasise timely communication, documentation accuracy, and seamless coordination across the shipment lifecycle. Through structured satisfaction frameworks and formal complaint handling procedures, we continuously elevate service standards and build trusted customer relationships that extend beyond profitability to create genuine value for clients.

Source: HLS Sustainability Report ("Caring for Customers" section) and Complaint Handling Policy.

3. Robust Health & Safety Management

The health, safety, and well-being of our global workforce is non-negotiable. We establish and maintain a comprehensive health and safety management system with reference to ISO 45001 standards, targeting zero work-related accidents and fatalities. Clear operational and compliance objectives ensure viable, sustainable operations. Orientation and training are provided to all employees as necessary, and strict adherence to HLS health and safety policies is mandatory across all workplaces and operations.

Source: Section 25 ("Health and Safety") of HLS Employee Guidebook, HLS Sustainability Report ("Occupational Health and Safety" section).

4. Workplace Management & Fair Compensation

Operational excellence is powered by dedicated, well-supported teams. We maintain fair and transparent policies regarding compensation, benefits, and work schedules, ensuring that diligence and performance are recognised and rewarded. Competitive remuneration and regional allowances reflect our commitment to employee welfare and work-life balance. We believe that objectives extending beyond profitability, including employee support and career development, build trusted relationships and sustainable organisational performance.

Source: Section 26 ("Attendance and Compensation") of HLS Employee Guidebook and HLS Sustainability Report ("Care for Our Employees" section).

5. Active Diversity, Equality & Inclusivity

We recognise the critical importance of embracing individuals with diverse backgrounds, experiences, and perspectives. We do not tolerate discrimination or bias in recruitment, employment, promotion, or career development. All employment, promotion, and career advancement decisions are based solely on qualifications and performance, regardless of gender, ethnicity, background, or social class. A fair and non-discriminatory working environment is maintained through active commitment from all employees, fostering an inclusive culture where every voice is valued.

Source: Section 24 ("Diversity, Equality and Inclusivity") of HLS Employee Guidebook and HLS Sustainability Report ("Care for Our Employees" section).

6. Sustainable Supply Chain & Partnership

Our culture extends beyond our internal workforce to the partners and suppliers that collaborate with HLS across the global value chain. Through the HLS Supplier Code of Conduct, we require all suppliers to uphold ethical behaviour, respect human rights, comply with environmental and safety regulations, and maintain fair labour practices. By fostering mutual awareness and shared responsibility, HLS and its suppliers work together to uphold high service quality, protect our collective reputation, and comply with applicable laws and standards.

Source: HLS Group Companies Supplier Code of Conduct