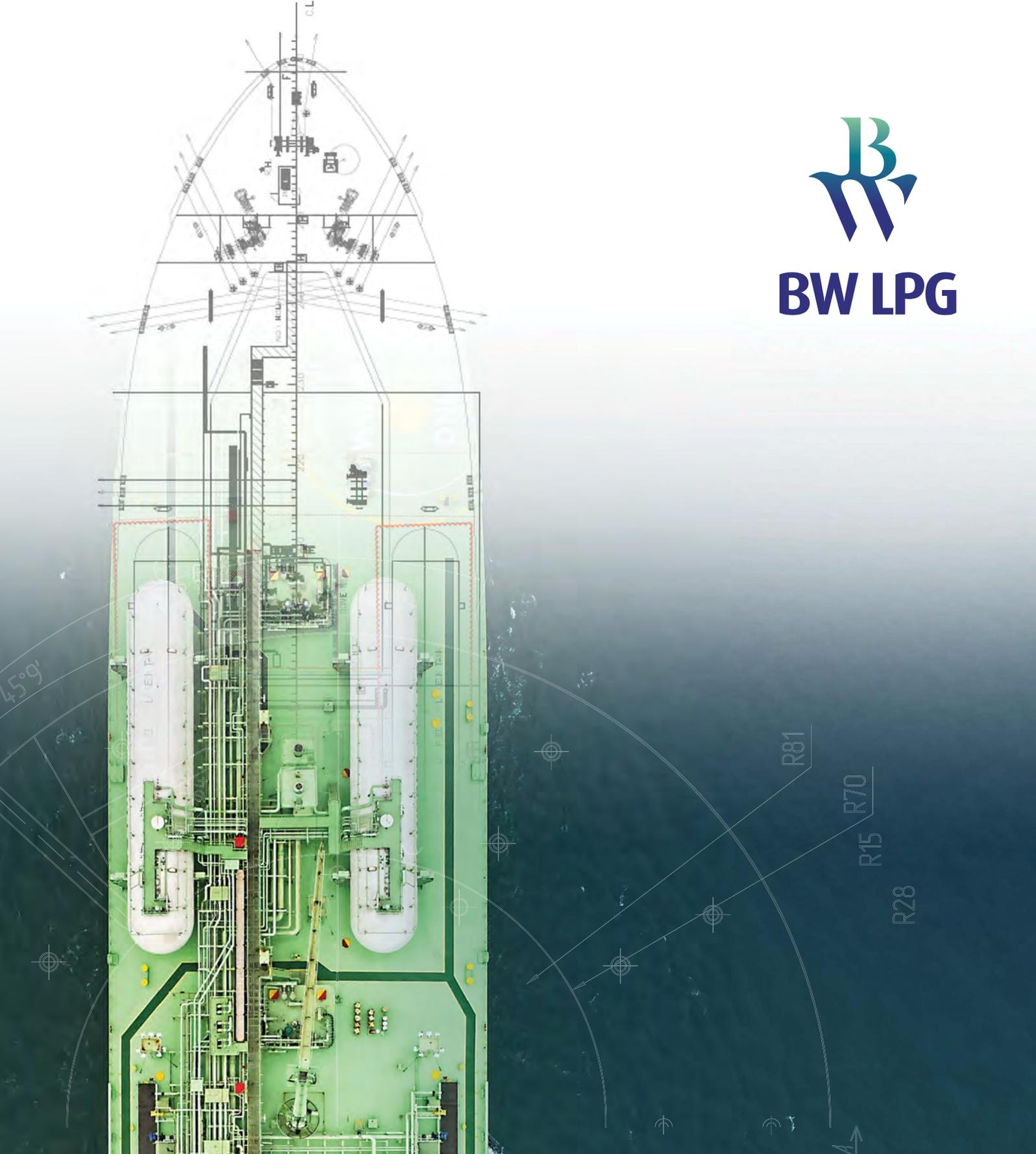




BW LPG



SUSTAINABILITY REPORT **2020**



SUSTAINABILITY REPORT
2020



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INTRODUCTION



SUSTAINABILITY IS A PRIORITY AT BW LPG AND AN INTEGRAL PART OF OUR VISION TO BE BEST ON WATER

LETTER FROM OUR CEO

2020 has been a year like no other. From oil price wars and negative-price crude, acrimonious political campaigns and civil unrest in major economies, to a global pandemic that remains the challenge of our generation. It can be hard to feel optimistic when we continue to see so many challenges ahead. But as with all earlier challenges, we can be hopeful that with global collaboration, human ingenuity, and determination, we will help each other through the crisis.

In the face of challenges to operations from COVID-19, our value to communities comes to the fore. LPG is a versatile and cleaner form of energy, and with vast number of uses, we have a responsibility to keep propellers turning and energy moving to world markets.

Our continued operations depend on our committed seafarers who have shown grit and resilience in the face of uncertainties and long periods at sea. We extend our thanks and shine the spotlight on them in the section focused on our social initiatives.

Global action on climate change must continue its momentum. In 2020, we made the sector's single largest commitment to

decarbonisation by allocating 15 of our VLGCs for retrofitting with LPG propulsion engines at a cost of US\$130 million. Our feature story of BW Gemini, the world's first VLGC to be powered by LPG, shows how we can use cleaner energy as a first step towards a low-carbon future.

Finally, as sustainability is not an isolated venture, we look to enhance governance in our supply chain by collaborating with suppliers to strive for higher environmental and social standards.

My colleagues and I will continue to focus on competitive, sustainable solutions to secure enduring value for our society and stakeholders. We aim to show that while there are a vast number of uses for LPG, there is only one way to ship it sustainably – with BW LPG.

Sincerely,
Anders Onarheim
CEO



ABOUT THIS REPORT

Purpose, Scope and Period

BW LPG Limited and its subsidiaries (together, "BW LPG") aim to use this report to share our commitment to sustainability and to hold ourselves to higher and more transparent reporting standards. BW LPG Limited is a public limited company listed on the Oslo Stock Exchange.

BW LPG has been reporting on our sustainability initiatives, performance and results in our Annual Report since our first Annual Report in 2013. This is the first standalone annual Sustainability Report published by BW LPG.

With our operational base in Singapore, BW LPG's global footprint extends across seven countries. The scope of this report

covers the countries with the most significant operations, namely Singapore and Norway. Disclosures relating to vessel information are limited to vessels owned and operated by BW LPG, including our vessels whose technical and crewing management are managed by third party service providers.

This report discusses BW LPG's performance in the context of its activities relating to environmental, social and governance ("ESG") considerations for the financial year ended 31 December 2020 ("FY2020").

We present performance in the wider context of sustainability and include coverage of material ESG topics to enable stakeholders to assess our performance in the reporting period.

Reporting Standard

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards: Core option. The report also includes reference to the United Nations Sustainable Development Goals (UN SDGs) and Sustainability Accounting Standards Board (SASB).

Publication Date

This Sustainability Report is published at the same time as the Annual Report 2020 on 1 March 2021. A softcopy of this report can be found online at www.bwlpq.com.

Feedback

BW LPG welcomes any questions or feedback on this report and can be reached at investor.relations@bwlpq.com.

Most personnel photographs used in this report were taken before the COVID-19 pandemic.

ABOUT BW LPG



WHAT WE DO AT BW LPG

At BW LPG, we enable a global transition to cleaner-burning energy. From spot voyages and time charters to Contracts of Affreightment (CoAs), our emphasis on flexible, reliable maritime LPG transportation has earned the trust of leading oil companies as well as trading and utility companies.

Approximately a quarter of the world's LPG is exported by sea. The US is the largest hub for LPG exports, and Asia is the largest hub for LPG imports.

FOUR KEY TOUCH POINTS WITHIN THE LPG VALUE CHAIN

- 1 Upstream Transportation
- 2 Refining and storage
- 3 Downstream transportation
- 4 Storage and bottling



LPG as a Sustainable Source of Energy

LPG is a portable, clean, efficient, and readily available energy source. LPG is primarily obtained from natural gas and oil production but is also increasingly produced from renewable sources. It directly saves lives when it substitutes wood, charcoal, and other harmful fuel sources. Its unique properties make it a versatile energy source which can be used in over a thousand applications in our homes and in many industries such as manufacturing, chemicals, as well as agriculture.



INDOOR AIR POLLUTION FROM BURNING TRADITIONAL BIOMASS

Negative health impact of air pollution from indoor cooking

More people die from indoor pollution than from Malaria, HIV/AIDS and Tuberculosis combined



~3 BILLION PEOPLE

Cook and heat their homes using open fires and simple stoves, burning biomass, kerosene and coal

2-3x 

People exposed to indoor smoke are 2-3 times more likely to develop chronic obstructive pulmonary disease



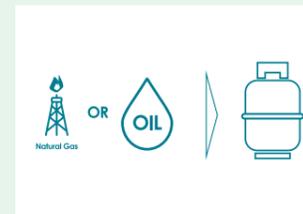
150x

Burning wood and coal produces around 150 times more Carbon Monoxide (CO) than LPG, per gigajoule of energy

BENEFITS OF LPG

A byproduct of oil and natural gas production and oil refining

LPG does not require additional investments in extraction infrastructure



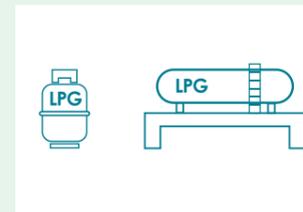
LPG is a clean burning fuel

Usage of LPG produces virtually no particulate matter or soot



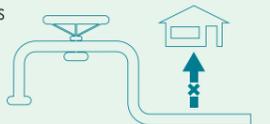
Efficient, controllable, and portable

LPG can be stored in cylinders or bulk tanks and transported to rural areas to power homes, hospitals and schools



30 MILLION EUROPEAN HOMES AND BUSINESSES

Do not have access to the natural gas grid. LPG-powered generators allow the electrical needs of these people to be met



10-12% LESS CO₂ EMISSIONS

Driving on autogas leads to at least 10% reduction of carbon dioxide compared to petrol



80% OF ALL U.S. FARMERS

Use LPG for a broad range of applications, for example, space heating for poultry sheds, greenhouses and nurseries



We Enable a Global Transition to Cleaner Burning Energy

We employ over 2,000 people at sea and on shore and have offices in seven countries. We are the leading owner and operator of 46 Very Large Gas Carriers ("VLGC") representing 15% of the global VLGC fleet. Examples of where our material sustainability issues can occur across our operations are shown here.

>50

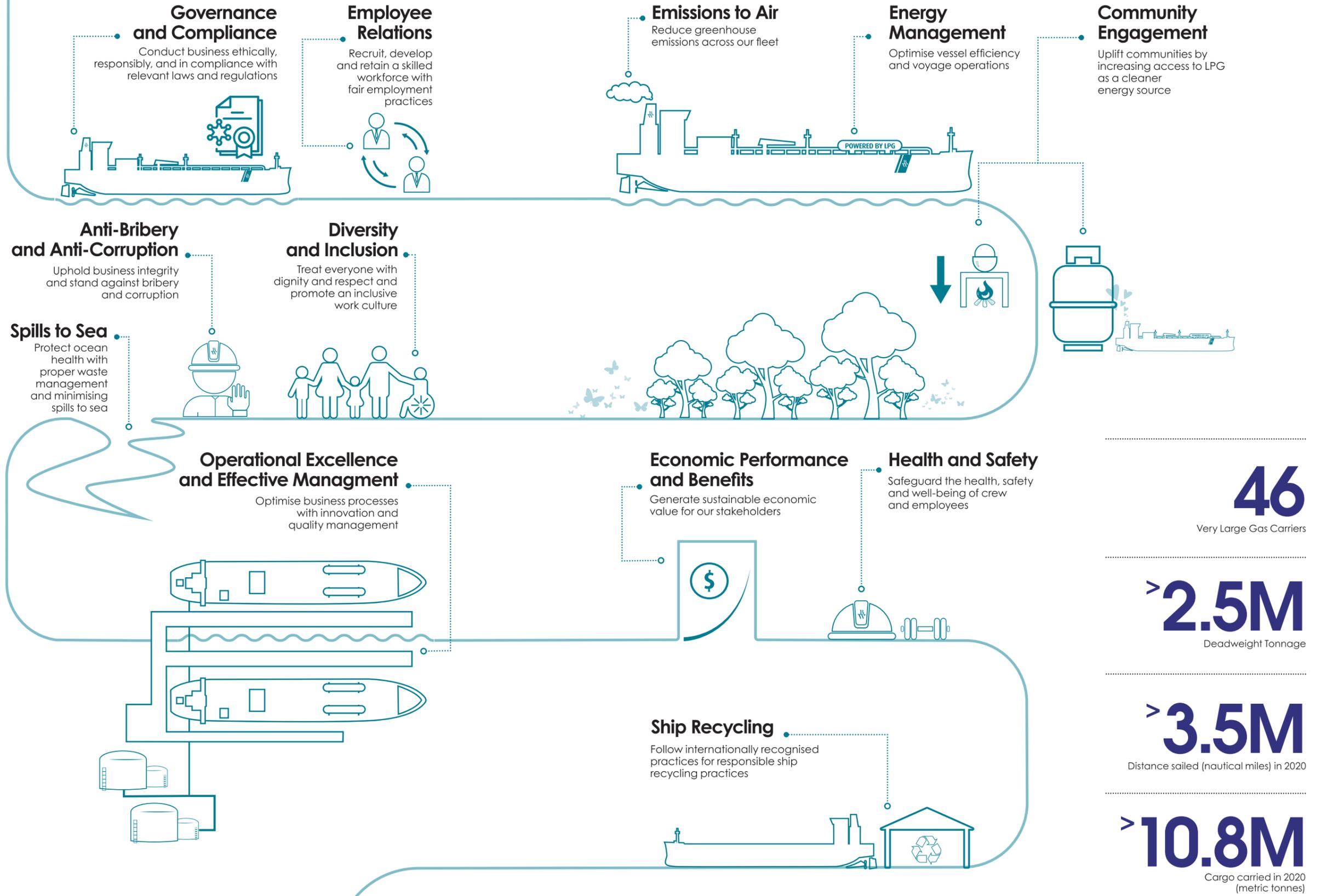
Years of Operating Experience

7

Offices Globally

2000+

Employees and crew



46
Very Large Gas Carriers

>2.5M
Deadweight Tonnage

>3.5M
Distance sailed (nautical miles) in 2020

>10.8M
Cargo carried in 2020 (metric tonnes)

PERFORMANCE DASHBOARD

ENVIRONMENT

CARBON INTENSITY



SOCIAL

ONSHORE GENDER REPRESENTATION



SAFETY



GOVERNANCE

BOARD GENDER REPRESENTATION



FINANCIAL



COMMERCIAL



SUSTAINABILITY APPROACH

TOWARDS A BETTER WORLD

At the core of our sustainability approach is the purpose of BW LPG – where we work towards a Better World.

We are leading the world's transition towards cleaner energy and in the process, creating value for society and being a reliable partner for our stakeholders



3.1

SUSTAINABILITY STATEMENT

As the world's largest owner and operator of VLGCs, we play a pivotal role in contributing to a sustainable future by making a meaningful and positive impact in the shipping industry and in the communities we serve.

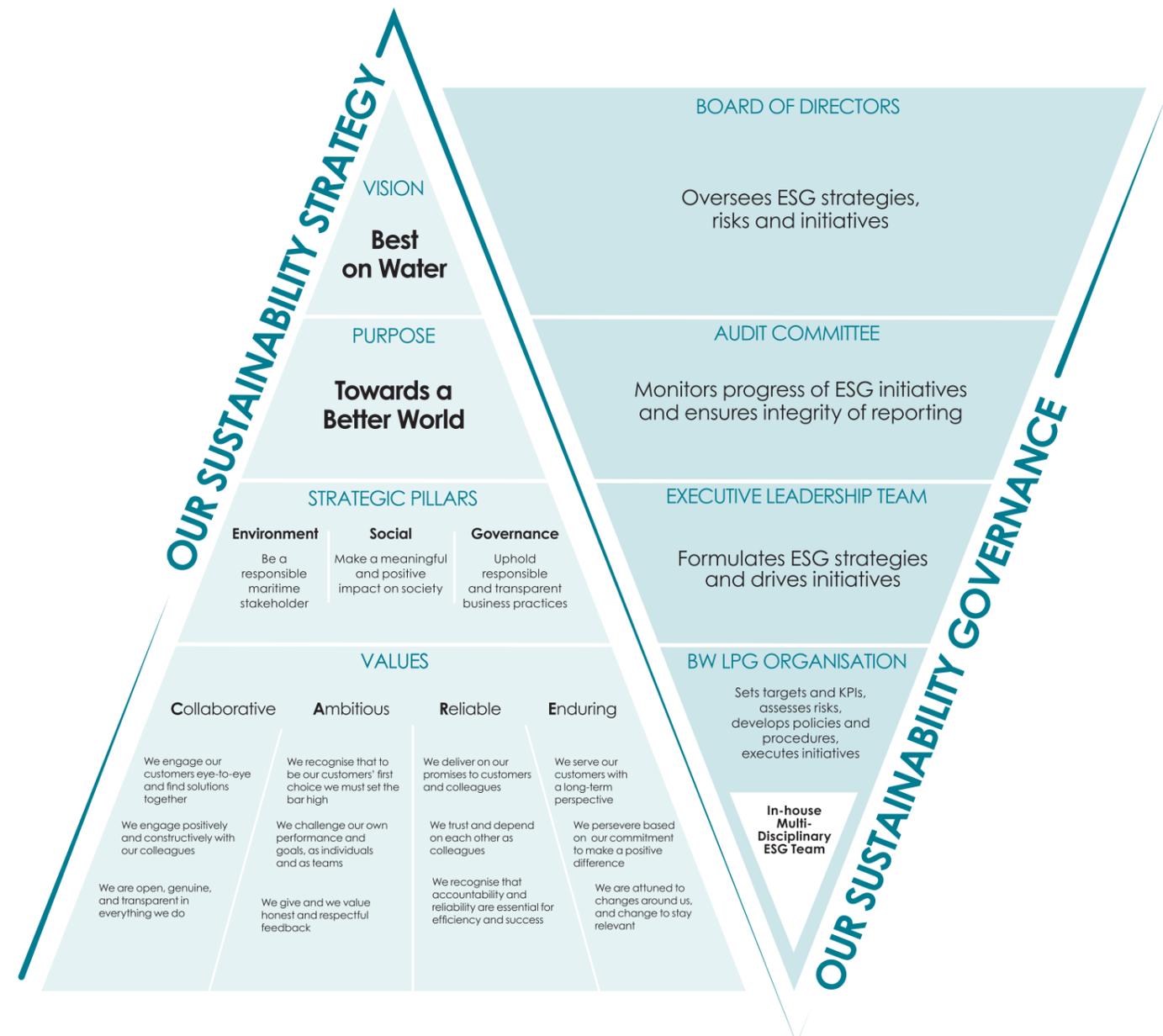
We support the United Nations Sustainable Development Goals (UN SDGs) and aspire towards a Better World by:

- 1 **Protecting the environment for future generations by investing in technology that can combat climate change**
- 2 **Creating value for society by leading and supporting initiatives to enhance people's lives**
- 3 **Engaging in responsible and transparent business practices to create sustainable economic value for our stakeholders**

3.2

SUSTAINABILITY STRATEGY AND GOVERNANCE

Guided by our Vision and Purpose, our sustainability strategy is based on three key pillars and are underpinned by our CARE values. Our Sustainability Commitments are integrated into the business with regular oversight from the highest level of the organisation



ENGAGING OUR STAKEHOLDERS

We identify our material stakeholders based on the impact our business has on them, and their involvement in our business. We engage our stakeholders on an ongoing basis, and not specifically for our reporting process. In 2020, safe-distancing measures and border closures effectively brought global movement to a standstill. Much of our engagement went digital, and our 2020 engagement reflects the largely remote nature of our initiatives.



GOVERNMENT & REGULATORS

How We Engage
 Online industry events and seminars
 Emails, calls, website, press releases and social media
 Participation in industry coalitions

Key Expectations
 Provide safe and reliable maritime energy transportation
 Offer innovative solutions to decarbonise
 Abide by all laws and regulatory requirements

What BW LPG did in 2020
 Actively participated in major industry events as speakers to share expertise
 Leveraged BW LPG's scale and expertise to take the lead on clean energy and sustainable shipping
 Continued compliance with all laws and regulatory requirements

CREW

How We Engage
 Training, workshops, conferences
 Emails, in-house social media platform, surveys
 Vessel visits and office attachment programs

Key Expectations
 Safe and respectful workplace
 Competitive wages with benefits
 Training and development

What BW LPG did in 2020
 Fleetwide implementation of BW Wellness Program, setting up of emotional helplines and mental health training
 Provision of PPE and introduced new safety procedures for COVID-19 precautions
 Introduced new training programs

EMPLOYEES

How We Engage
 Online townhalls and meetings
 Emails, Intranet, Surveys
 Involvement in community outreach initiatives

Key Expectations
 Safe and respectful workplace
 Competitive wages with benefits
 Training and development

What BW LPG did in 2020
 Revamped Intranet platform to make communications and information easily accessible
 Benchmarking of compensation to industry standards
 Provided COVID-19 'Care Kits' (hand sanitisers, thermometers, face masks etc.)

LENDERS

How We Engage
 Annual/Quarterly reports and press releases
 Emails, calls, website and social media
 Online presentations and meetings

Key Expectations
 Timely and reliable financial reporting
 Full compliance with loan covenants
 Increasing focus on our ESG initiatives and sustainability-linked financing

What BW LPG did in 2020
 Timely provision of financial information and ESG metrics
 Continued compliance with covenants and other requirements
 Ongoing discussions with lenders to explore sustainability-linked financing

CUSTOMERS

How We Engage
 Online industry events and seminars
 Emails, calls, website and social media
 Online presentations and meetings

Key Expectations
 Well-maintained vessels at competitive rates
 Compliance with regulations
 Flexible and good customer service

What BW LPG did in 2020
 Improved environmental efficiency of vessels
 24-hour customer service
 Continued focus on cost efficiency and fleet maintenance



INVESTORS

How We Engage
 Annual/Quarterly reports and press releases
 Emails, calls, website and social media
 Online presentations and meetings

Key Expectations
 Return on investment
 Transparent and reliable reporting
 Compliance to industry guidelines

What BW LPG did in 2020
 Continued regular dialogue and meetings to share information
 Live earnings presentation with Q&A session
 Updating of website regularly to keep information up-to-date and easily accessible

SUPPLIERS

How We Engage
 Online industry events and seminars
 Emails, calls, website and social media
 Online meetings

Key Expectations
 Prompt payment
 Clear communication over deliverables
 Good ESG standards

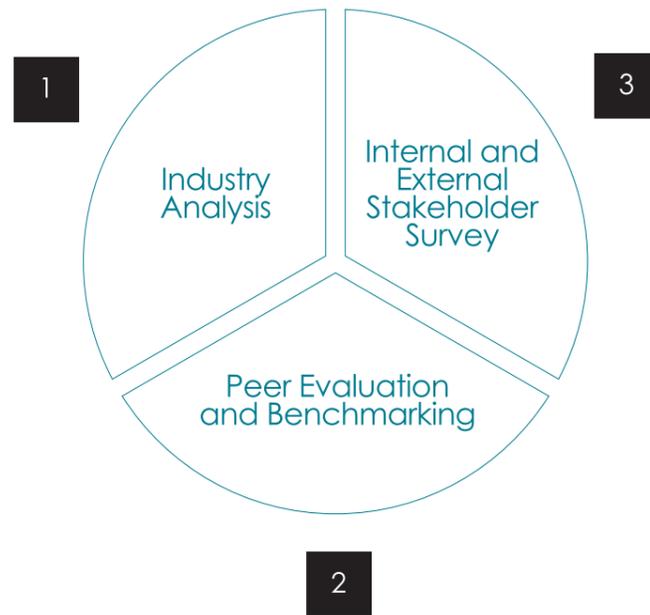
What BW LPG did in 2020
 Fair treatment and equal opportunity in tenders
 Audit of suppliers for compliance to BW LPG's Code of Ethics and Business Conduct
 Commitment to pay suppliers within contractually agreed period

BW LPG aims to meet all stakeholder expectations. Here we show (i) three key ways we have engaged our stakeholders; (ii) their top expectations; and (iii) our three key initiatives of 2020 for each stakeholder

MATERIALITY ASSESSMENT

A materiality assessment triangulated from three different data sources

In 2020, BW LPG engaged an independent third-party consultant to review our materiality assessment process to ensure that we are focusing our efforts on the most significant sustainability topics relevant to our business and industry. The diagram below illustrates our approach and stakeholder outreach.



INDUSTRY ANALYSIS

Identification of key ESG issues facing the maritime industry.

PEER EVALUATION AND BENCHMARKING

A peer benchmarking exercise was conducted across industry peers, investors, lenders and ESG rating agencies to determine a list of key relevant ESG topics.

STAKEHOLDER SURVEY (INTERNAL AND EXTERNAL)

Online surveys were distributed to internal and external stakeholders to gather their inputs on what ESG topics matter most to them.

The stakeholders included:

Internal stakeholders

- Board of Directors
- Executive Management
- Shore staff
- Crew

External stakeholders

- Customers
- Lenders
- Investors/Shareholders
- Suppliers
- Government and Regulatory Bodies
- Shipping Agencies, Registries, Clubs or Societies
- Ship Brokers
- Ship Managers

SUSTAINABILITY PRIORITIES

What matters most to guide our sustainability actions

By triangulating different data sources, we mapped a materiality matrix and identified 12 key material topics. The material topics were identified based on stakeholder influence and BW LPG impact.

United Nations Sustainability Development Goals (UN SDG)

These material topics touch directly or indirectly on many of the United Nations Sustainable Development Goals (UN SDG). The table and the diagrams on the following page summarise our commitment to action on these fronts.

	Our Sustainability Priorities	What this means		UN SDG
Environment	Emissions to Air	Reduce GHG emissions across our fleet and lead the maritime industry to a more sustainable future	13	
	Energy Management	Optimise vessel efficiency and voyage operations	7, 13	
	Ship Recycling	Support the maritime industry's efforts to make ship recycling more responsible and transparent	15	
	Spills to Sea	Protect ocean health by proper waste management and minimising spills to sea	14, 15	
Social	Community Engagement	Uplift communities by increasing access to LPG as a cleaner source of energy	3, 7	
	Health and Safety	Safeguard safety of all crew and employees with a balanced work-life culture	3, 8	
	Employee Relations	Recruit, develop and retain a skilled workforce with fair employment practices	3, 8	
	Diversity and Inclusion	Treat everyone with dignity and respect and encourage a diverse and inclusive culture	5, 8	
Governance	Governance and Compliance	Conduct our business ethically and responsibly in full compliance with all laws and regulations	16	
	Operational Excellence and Effective Management	Optimise business processes through innovation and quality management	16	
	Anti-Bribery and Anti-Corruption	Uphold business integrity and stand against bribery and corruption in the maritime industry	16	
	Economic Performance and Benefits	Generate sustainable economic value for our stakeholders	8	

ENVIRONMENT

Energy powers our world and our energy choices can protect our environment.



OUR PRIORITIES ON THE ENVIRONMENT FRONT



Our Sustainability Priorities	What this means	UN SDG	Page
Emissions to Air	Reduce GHG emissions across our fleet and lead the maritime industry to a more sustainable future	13	24
Energy Management	Optimise vessel efficiency and voyage operations	7, 13	26
Ship Recycling	Support the maritime industry's efforts to make ship recycling more responsible and transparent	15	28
Spills to Sea	Protect ocean health by proper waste management and minimizing spills to sea	14, 15	30

BUSINESS SPOTLIGHT

BUILDING MOMENTUM TOWARDS NET-ZERO CARBON EMISSIONS

LPG is a cleaner-burning fuel with many uses. In fact, LPG makes so much sense for the environment that we pioneered the technology needed to power our vessels with LPG. With this technology and together with other efforts, big and small, we are building momentum towards net-zero carbon emissions in our operations.



INVESTING IN TECHNOLOGY THAT CAN COMBAT CLIMATE CHANGE

The fundamental demands on shipping are changing. It is not just about shipping energy across world markets safely, more quickly and more efficiently. Increasingly, it is also about doing it more sustainably and responsibly.

Climate change is real, and at BW LPG, we want to protect the environment for future generations by investing in technology that can reduce climate impact.

2020 marked the start of our project to retrofit 15 of our vessels with pioneering LPG dual-fuel propulsion technology, a project which began in early 2016 as part of our plans for a more sustainable and efficient ship design for the future.

In collaboration with MAN ES, Wartsila, DNV and Isle of Man flag state, we pioneered the technology that allows us to use both conventional fuels and LPG - a cleaner marine fuel - to power our vessels.

Our commitment to retrofit 15 of our VLGCs with LPG dual-fuel propulsion engines represents an investment of over US\$130 million. As of February 2021, four of our VLGCs have been successfully retrofitted and are serving our customers. In 2021, eight more vessels will be retrofitted, and the remaining three will be completed in 2022.

THREE VESSELS DELIVERED IN 2020



Vessel	Q1 2021	Q2 2021	Q3 2021	Q4 2021	Q1 2022
BW Libra	▲				
BW Balder		▲			
BW Njord		▲			
BW Var		▲			
BW Tucana			▲		
BW Brage			▲		
BW Volans			▲		
BW Freyja				▲	
BW Frigg				▲	
BW Magellan				▲	
BW Malacca					▲
BW Mindoro					▲

▲ Expected Redelivery

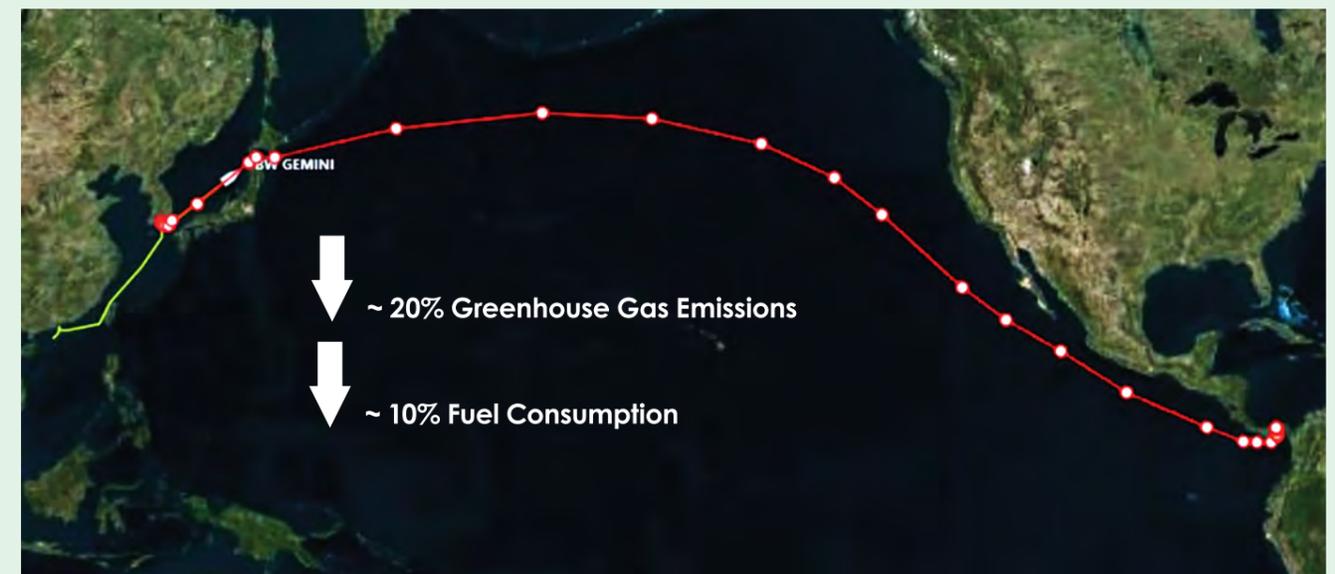
A SEA CHANGE WITH BW GEMINI

2015-built BW Gemini is the world's first vessel to be retrofitted with LPG dual-fuel propulsion engine in November 2020

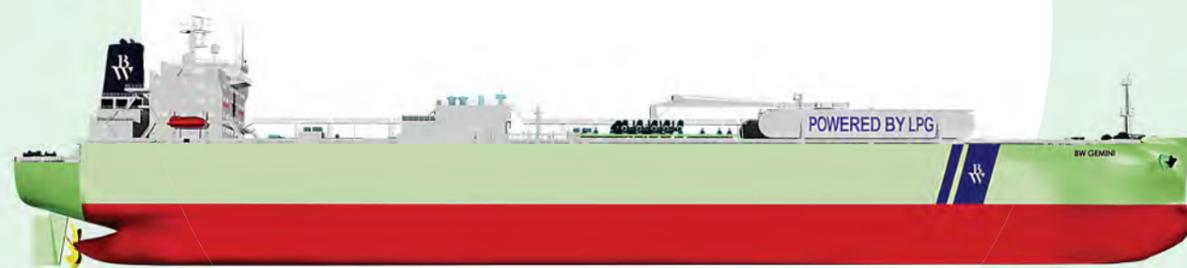
BW Gemini sailed on LPG propulsion across the Pacific Ocean in a historic first to Enterprise Terminal in Houston, Texas, for loading. Her voyage produced approximately 20% less greenhouse gas emissions compared to compliant fuels, and used 10% less fuel.

As the vessel refuelled while loading and no additional bunkering was needed, she proceeded on her voyage immediately, with a record load of 49,000 metric tonnes of LPG. This quick turnaround translated to an increase in the vessel's commercial availability for customers.

With BW Gemini, we have initiated a sea change in the shipping industry: a profound demonstration not just of LPG's remarkable fuel savings and operational efficiencies, but also of our commitment to reduce greenhouse gas emissions and fight climate change in a tangible way.



Embracing a low-carbon future



BENEFITS OF LPG PROPULSION

Full compliance with current and future SOx emission requirements, including ECA and SECA areas

Reduce Emissions

Sulphur Oxides

97%

Particulate Matter

90%

Carbon Dioxide

20%

Nitrous Oxides

25%

A complementary step in our progress towards zero-carbon propulsion

Operational Efficiencies

- Cleaner engines
- Improve output efficiencies by ~11%
- Improve total voyage fuel economics
- Easy storage, faster refueling
- Wide availability of bunker ships and facilities

Economic Efficiencies

- Savings from reduced fuel consumption
- Buffer from fuel price sensitivity with full dual-fuel flexibility
- Seamlessly switch between LPG and compliant fuels
- More efficient engines are cheaper to maintain

Maximising Benefits with Retrofitting

From an environmental perspective, installing new technology on our existing fleet makes better sense as the carbon footprint of a conversion is about 35 times less than a newbuild.

The construction of a new vessel generates about 70,000 tonnes of carbon emissions while the retrofit upgrade generates only 2,000 tonnes. This translates to an environmental payback of 15 years for a newbuild but less than 6 months for a retrofit.

Half of the global VLGC fleet can be retrofitted to run on LPG, and we are proud to lead the way by committing 15 of our VLGCs for retrofitting with LPG propulsion technology.

Our Journey Towards Zero-Carbon Shipping

Decarbonisation is one of the industry's main challenges and a core commitment of BW LPG in the pursuit of sustainable development.

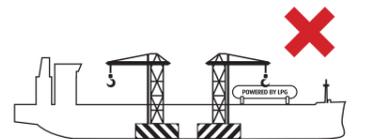
To get from current limits of technology to a future where zero-carbon propulsion alternatives such as ammonia and hydrogen are mainstream options, significant advancements are needed.

One such advancement has been the ability to efficiently power large two-stroke dual-fuel engines, utilising the diesel cycle combustion process to burn propane or LPG.

BW LPG has taken the lead in advancing technology that will allow us to decarbonise and maximise the value of an asset with a 20-year lifespan as we prepare for zero-carbon solutions. This complements our commitment that by 2030, we will not have any newbuilding that cannot achieve net-zero emissions during its lifetime.

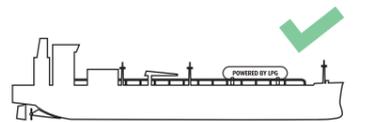
At BW LPG, we are on a journey to create zero-carbon shipping. Now, with LPG propelling our biggest carriers, we are well on our way.

NEWBUILD



- Emits **more carbon during construction**
- Takes **2 years** to complete
- Environmental **payback of 15 years**

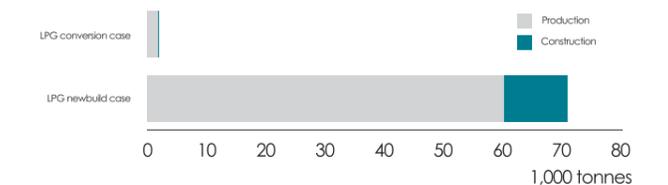
RETROFIT



- Emits **97% less carbon during construction**
- Takes **2 months** to complete
- Environmental **payback of less than 6 months**
- **Does not add unneeded shipping capacity to the market**

Construction of a new vessel generates about 70,000 tonnes of carbon emissions while a retrofit upgrade generates only 2,000 tonnes

CO₂ EMISSIONS¹



¹ Source: DNV GL

EMISSIONS TO AIR

Towards Net-Zero Carbon Emissions

We are on a journey towards net zero carbon emissions from our vessels, and work in line with the IMO's targets of 70% reduction in carbon intensity by 2050 (baseline 2008).

Through many operational and practical energy management initiatives, we have reduced our fuel consumption across the fleet, which results in reduced GHG emissions. Our investment into pioneering LPG dual-fuel propulsion technology will also make a significant reduction in our carbon footprint.

Collaborating to identify and drive solutions

BW LPG is pleased to be a signatory to the Getting to Zero Coalition, an alliance of over 120 companies within the maritime, energy, infrastructure and finance sectors, supported by key governments and inter-governmental organisations. The Getting to Zero Coalition is a partnership between the Global Maritime Forum, the Friends of Ocean action, and the World Economic Forum.



GLOBAL MARITIME FORUM

Environmental Performance Metrics Energy and Emissions			
	Units of Measurement	2020	2019
Total amount of Nitrogen Oxide (NOx) emitted	1,000 tonnes	33.9	35.1
Total amount of Sulphur Oxide (SOx) emitted	1,000 tonnes	3.9	22.8
Total amount of Carbon Dioxide (CO ₂) emitted	1,000 tonnes	1,422.5	1,450.9
Total amount of Particulate Matter (PM10) emitted	1,000 tonnes	2,658.4	2,732.9
EEOI (Energy Efficiency Operation Index)	Grams of CO ₂ per tonne-nautical mile	17.1	17.6
Average Energy Efficiency Design Index (EEDI) for new ships	Grams of CO ₂ per tonne-nautical mile	5.9	5.9
AER (Annual Efficiency Ratio)	Grams of CO ₂ per tonne-nautical mile	7.6	7.5

100%

Compliance with the IMO emissions and EEDI requirements

Regulatory Compliance

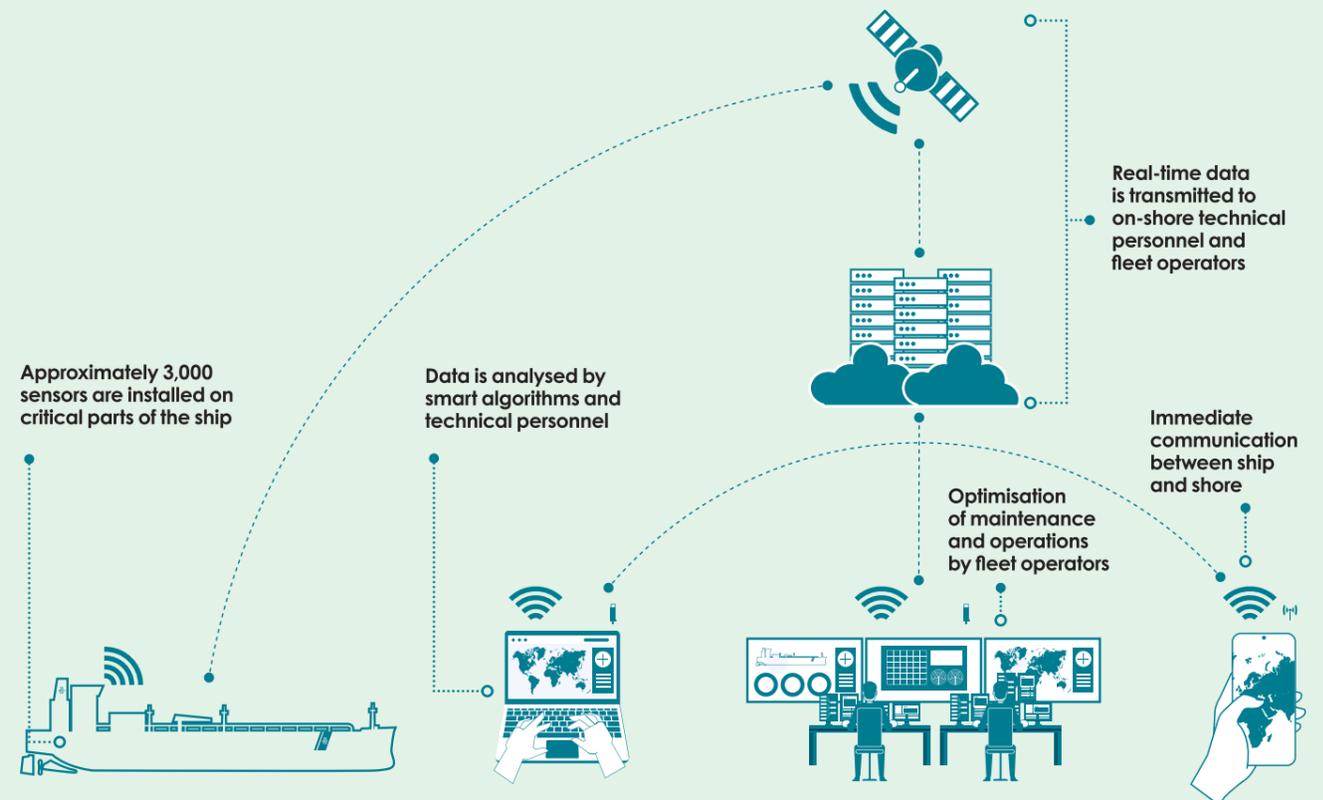
BW LPG's fleet is ISO 14001 (Environmental Management System) certified. We adhere to the MARPOL 73/78 Annex VI Prevention of Air Pollution from Ships and also with the relevant flag states' requirements.

None of our vessels fly the flag of a state appearing in the black list published by the Paris MOU.

Reducing our Emissions with Technology

Our SmartShip IT system connects and controls the entire ecosystem within the vessel and transmits data to a digital cloud for remote monitoring and maximisation of voyage efficiency which results in reduction of GHG emissions.

Emissions data from each vessel are reviewed after every voyage to quantify the amount of fuel burnt and consequently the amount of emissions released.



ENERGY MANAGEMENT

Small Adds for Big Wins

To ensure efficient energy management, BW LPG's approach entails the utilisation of multiple onboard-energy monitoring systems, physical enhancements to the vessels, and continuous training and awareness for our onshore staff and crew.

BW LPG engages a third-party service provider to manage the energy and emissions performance for our vessels. The performance is benchmarked against industry best practices.

Through the implementation of these technologies and initiatives, we reduced our energy consumption and carbon emissions in 2020. As BW LPG progresses our emissions reduction journey, we commit to comply with the IMO target of 50% reduction of GHG emissions by 2050, and we will establish a progressive review of this target to align with our ambitious net-zero carbon target.

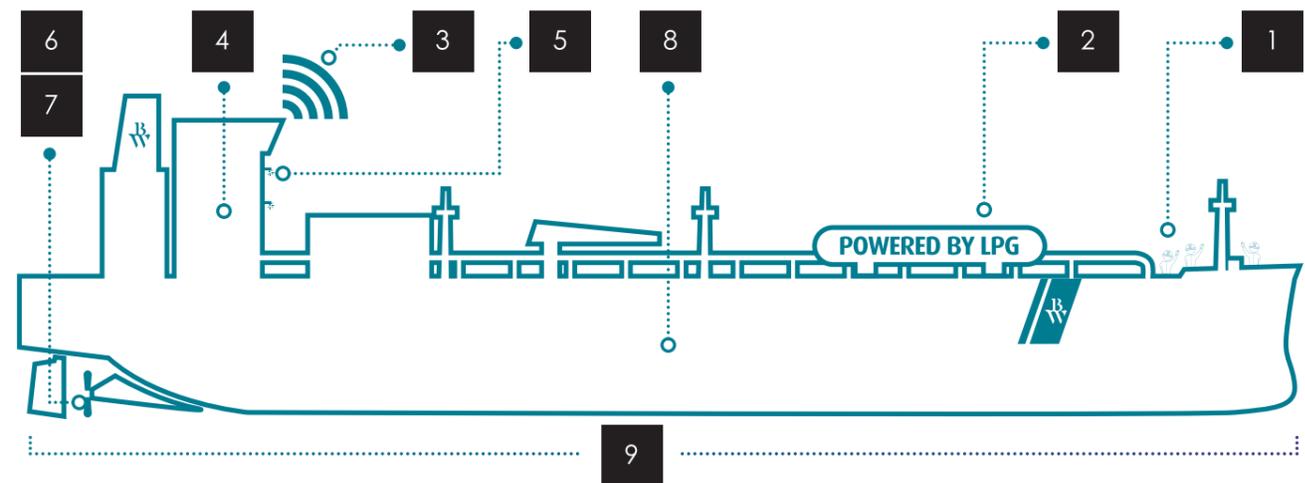
Regulatory Compliance

Our ship energy efficiency management plan (SEEMP) is supported by multiple monitoring systems onboard that enable real-time monitoring of our energy use and calibration of equipment to maximise efficiency onboard.

The Energy Efficiency Existing Ship Index (EEXI) will enter into force in 2023, and details are expected to be released in June 2021. In preparation, we are gathering data and establishing preliminary methods of EEXI determination to ensure full compliance with IMO regulations.

Ways in which our ships are now running more efficiently

1	The Human Element	There is a dedicated team working on energy management and together with trained crew, they oversee all aspects of the vessel's voyage to ensure leading performance management.	5	LED Lights	We are replacing lights onboard with more efficient LED lights to reduce energy consumption. Nine vessels have completed this upgrade, and the rest of the fleet will follow during their scheduled dry-docks.
2	LPG Propulsion Engine	Our dual-fuel LPG propulsion engine allows LPG to be used as a marine fuel, improving output efficiencies by about 11% when compared with compliant fuels.	6	CASPER System	The CASPER system monitors and measures propeller resistance on a daily basis. This process assists in detecting the level of the ship's propeller resistance, which over time, results in an increase in the vessel's consumption due to increased drag.
3	SmartShip	An on-board monitoring system which allows for the programming and planning of the vessel's voyage at optimum efficiency. Sensors are installed on the vessel to capture live data on speed and consumption practices of key machinery, engines, navigational and cargo systems. As the vessel progresses on its voyage, SmartShip continuously provides routing advice that is projected on top of the programmed plan to create a revised and optimally efficient voyage.	7	Fins on Propellers	To address energy inefficiencies from propellers, propeller boss cap fins and Mewis ducts are installed in front of propellers as a pre-swirl device to generate more favourable wake conditions. This improves propeller inflow conditions and increases efficiency in propeller performance.
4	Total Fuel Oil Consumption (TFOC) System	The TFOC system was added in 2020 to our existing weather routing processes. Algorithms automatically and regularly calculate and calibrate equipment onboard to optimise vessel routing and speed under local sea and weather conditions.	8	Anti-Fouling Paint Technology	Anti-fouling paint is applied on vessels to prevent fouling - the accumulation of bio-organism on the hull and propellers. This premium super slippery paint has a high resistance to fouling, and thus helps reduce resistance as vessels move through water, which translates to reduced energy consumption.
			9	Vessel Trim	A vessel's trim is its floating position in length direction and has a significant impact on fuel use. We use leading fluid dynamic calculation software to determine optimal hydrodynamic performance in relation to current conditions at sea and speed of vessel, thereby reducing fuel consumption and emissions to air.



SHIP RECYCLING

Towards a Safe and Sustainable Ship Recycling Process

Ship recycling is a fundamental part of the shipping value chain. At the end of a vessel's commercially viable life, shipowners have a responsibility to ensure that it is recycled responsibly and in a manner that minimises impact to human health and the environment.

At BW LPG, we have established a safe and sustainable process for ship recycling where we closely manage the entire process to ensure alignment with both internal and external expectations for safe recycling. We limit our selection of a ship recycling facility to those which are ISO 30000 certified and approved by a class society, and operate in full compliance with the Hong Kong Convention. ISO 30000 certification

provides a transparent process and allows BW LPG to monitor vital parts of the ship recycling management system.

Where possible, we will pre-inspect the facility and have a BW LPG representative on site with 'stop-work authority' throughout the demolition process.

Before sailing to the recycling facility, we will prepare an Inventory of Hazardous Materials document (IHM, also called a green passport), and collaborate with the recycling facility to formulate a safer and more environmentally sound plan for decommissioning the vessel.

HOW SHIPS ARE RECYCLED SUSTAINABLY



Hazardous materials

- Provide inventory of Hazardous Materials and Waste Certificate (IHM)



Electrical equipment

- Disassemble and sort electrical components



Preparation

- Pre-cleaning of ship



Steel

- Separate removal of steel for re-use



Loose items

- Remove loose items

Regulatory Compliance

We recycle our vessels in full compliance with the Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships¹ and the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal. There are also undertakings under our various loan facilities to comply with international ship recycling regulations.

We are also governed by an internal Ship Recycling Policy that mandates that all vessels are recycled in a safe and environmentally sound manner. This includes conducting due diligence audits prior to committing to a ship recycling facility and having a BW LPG representative on site to ensure that the facility acts in an ethical, legal and socially responsible manner.

¹ The Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships was adopted at a diplomatic conference in 2009. The Convention requires facilities to recycle vessels in a responsible manner that do not pose unnecessary risks to human health, safety and the environment, by providing guidelines on the safe handling of environmentally hazardous substances, as well as mandating a minimal standard of working and environmental conditions at recycling yards with appropriate enforcement mechanism such as certification and reporting requirements.



SPILLS TO SEA

Preventing Pollution from Spills

Spills of oil, fuel and other chemicals are harmful to the marine environment as well as public health and can damage property.

BW LPG places great emphasis on protecting the oceans and seas from pollution and spillage. In the event of a spill, all vessels have a contingency plan for marine and environmental pollution that is approved by the Recognised Organisation (RO).

Ballast Water Management

Our ballast water management system sets out the way we control and manage ballast water and sediments from vessels, to ensure their handling is done in a safe and environmentally friendly manner.

Regulatory Compliance

We comply with the IMO Ballast Water Management Convention. All BW LPG vessels practice a class approved Ballast Water Management Plan which is specific to each vessel, and is written in accordance with the requirements in the International Convention for the Control and Management of the Ship's Ballast Water and Sediments.

0

Spills to Sea

100%

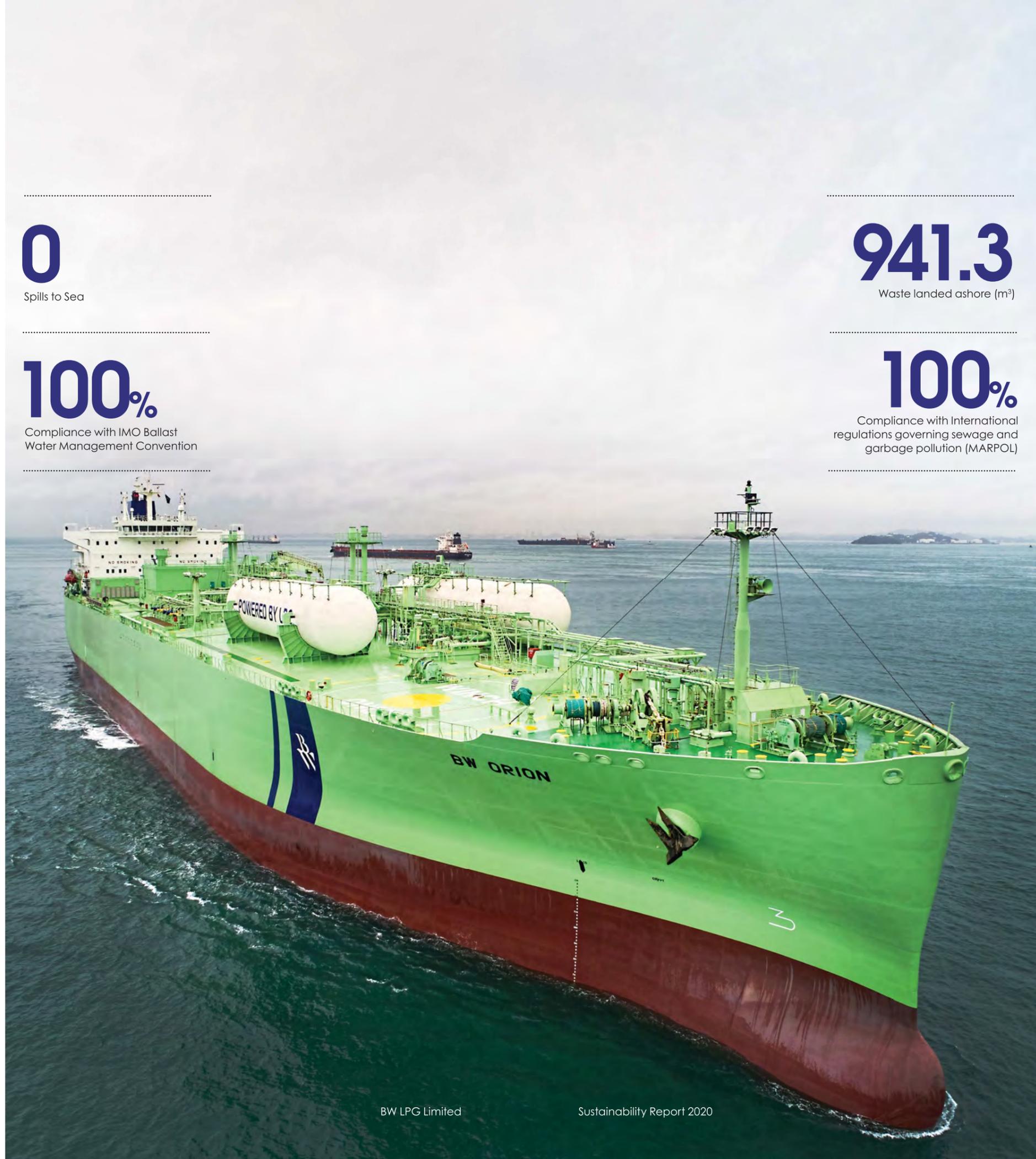
Compliance with IMO Ballast Water Management Convention

941.3

Waste landed ashore (m³)

100%

Compliance with International regulations governing sewage and garbage pollution (MARPOL)



Waste Management

Garbage generated onboard vessels can contribute to marine pollution. We make it a priority onboard to reduce waste and manage disposal carefully to support a safe and healthy work environment onboard as well as preserve a pollution-free marine ecosystem.

Crew members play an active part to reduce the amount of onboard generated garbage. Every vessel maintains a Garbage Management Plan and a Garbage Record Book where procedures for collecting, storing, processing and discharging of garbage, including the use of the garbage processing equipment onboard. Crew members are also encouraged to suggest improvement ideas to reduce waste.

In 2020, we pledged our support for the IMPA SAVE Council for Maritime Supply Chain Sustainability, an international coalition working to ensure sustainability in maritime supply chains, to reduce the use of single-use plastics onboard our vessels, thus reducing the amount of garbage generated.

Regulatory Compliance

We comply with regulations for the prevention of pollution by oil, sewage and garbage from ships, which are contained in Annexes I, IV and V of MARPOL respectively. For vessel sailing in US waters, we follow The Federal Water Pollution Control Act that prohibits the discharge of oil into its waters.



ENVIRONMENTAL PERFORMANCE DASHBOARD

Sustainability Priority	Emissions to Air	Energy Management	Ship Recycling	Spills to Sea
		 		 
2020 TARGETS	<ul style="list-style-type: none"> Retrofit four vessels with LPG dual-fuel propulsion engines and prepare to retrofit another eight in 2021 	<ul style="list-style-type: none"> Zero delay in planned drydockings to optimise vessel performance Actual fuel efficiency ≤ forecasted fleet performance 	<ul style="list-style-type: none"> Zero non-compliance with Hong Kong International Convention for Safe and Environmentally Sound Recycling of Ships 	<ul style="list-style-type: none"> Zero spills to sea Zero non-compliance with IMO Ballast Water Management Convention Zero non-compliance with MARPOL Annex I (oil) and IV (sewage) regulations Zero non-compliance with BW LPG Waste Management Policy
2020 PROGRESS	<ul style="list-style-type: none"> Successfully retrofitted four vessels with LPG dual-fuel propulsion engines 	<ul style="list-style-type: none"> Zero delay in planned drydockings Actual fuel efficiency within forecasted fleet performance 	<ul style="list-style-type: none"> No vessel was recycled in 2020 	<ul style="list-style-type: none"> Zero spills to sea Zero non-compliance with IMO Ballast Water Management Convention Zero non-compliance with MARPOL Annex I (oil) and IV (sewage) regulations Zero non-compliance with BW LPG Waste Management Policy
2021 TARGETS	<ul style="list-style-type: none"> Retrofit eight vessels with LPG dual-fuel propulsion engines Prepare to retrofit another three vessels in 2022 	<ul style="list-style-type: none"> All Ship Energy Efficiency Management Plan (SEEMP) to be updated according to new requirements Upgrading of LED lights onboard vessels All vessels to have available onboard voyage optimisation tools and programs Actual fuel efficiency within 5% band of benchmark 	<ul style="list-style-type: none"> Zero non-compliance with Hong Kong International Convention for Safe and Environmentally Sound Recycling of Ships 	<ul style="list-style-type: none"> Zero spills to sea Zero non-compliance with IMO Ballast Water Management Convention Zero non-compliance with MARPOL Annex I (oil) and IV (sewage) regulations Zero non-compliance with BW LPG Waste Management Policy

SOCIAL

Energy is a key enabler of society's progress and prosperity, especially where we can deliver it in a clean and responsible fashion.

OUR PRIORITIES ON THE SOCIAL FRONT



Our Sustainability Priorities	What this means	UN SDG	Page
Community Engagement	Uplift communities by increasing access to LPG as a cleaner source of energy	3, 7	38
Health and Safety	Safeguard safety of all crew and employees with a balanced work-life culture	3, 8	42
Employee Relations	Recruit, develop and retain a skilled workforce with fair employment practices	3, 8	44
Diversity and Inclusion	Treat everyone with dignity and respect and encourage a diverse and inclusive culture	5, 8	49

BUSINESS SPOTLIGHT

NAVIGATING THROUGH A PANDEMIC

We have a duty of care to our crew and employees, to focus on their safety and well-being during a global pandemic, so that they can continue to deliver energy to uplift communities.



ENSURING THE HEALTH AND SAFETY OF OUR CREW AND EMPLOYEES DURING AN UNPRECEDENTED GLOBAL HEALTH CRISIS

Our crew at sea are extraordinary people who play an essential role in maintaining the flow of energy and vital commodities across world markets. The pandemic has increased uncertainties and difficulties around port access, supply, crew changeovers and repatriation. As our lives continue to be touched by the global pandemic, the safety and well-being of our crew needs our focus, now more than ever.



Safety Measures

All crew members were given priority and provided with masks and other personal protective equipment ("PPE") as we actively procured and delivered these supplies in the face of ongoing global shortages and port lockdowns.

Further, we implemented measures to protect the safety and well-being of our crew, such as restricting the number of shore visitors allowed onboard and ensuring we have isolation plans to manage suspected COVID-19 cases amongst crew. All new crew members undergo testing as well as 14-days of isolation prior to boarding.

Clear and Frequent Communications

For crew who were onboard vessels when crew changes came to a halt from

March to May because of the closure of international borders, we actively engaged and kept them abreast of the latest guidelines and advisories issued by local health ministries and government authorities. The crew were briefed on revised safety procedures and were provided with transparent and daily updates on the situation.

Emotional and Mental Support

The inability to dock and conduct crew changes meant that crew could not return home to their families, increasing possible mental and emotional strain. Unlimited high-speed internet access was provided to the crew to reach out to their families, and a dedicated emotional helpline – the BW Seafarer Assistance – was established to provide round-the-clock confidential emotional support to the crew. The BW Seafarer Assistance is operated by the International Seafarers'

Welfare and Assistance Network (ISWAN), an international NGO and charity that promotes the welfare of seafarers worldwide.

The frequency of the courses and activities in our 'BW LPG Wellness Program' was also increased. Since 2017, the BW LPG Wellness Program aims to tackle various aspects of health holistically, by increasing the engagement, mental resilience, physical fitness and socialisation of crew through an online platform. Courses and sessions included meditation exercises, activities of exercise and mental health, managing stress, gratitude journals, amongst others. The platform encourages fun through gamification and enables colleagues to challenge each other individually, and even across ships. The program celebrates small wins, which can be accomplished with reasonable effort and allows positive feelings of success to power a virtuous cycle of being well at sea.

BW LPG uses crew feedback to continuously improve on our support programs.

Appreciation for our Crew

Despite challenging circumstances and additional costs, BW LPG is committed to conducting crew changes wherever possible. We are proud to report that approximately 2,000 crew changes were done, and we had minimal contract overruns. Seafarers whose contracts exceeded their termination dates were compensated for additional time onboard and a further special extended voyage bonus was given. Crew members who were unable to board vessels received standby salaries.

We are far from being out of the woods yet. BW LPG continues to monitor the situation and adapts accordingly as the situation develops.

"The BW Wellness Program motivates me to take care of my mental and physical health. Our time onboard is also more pleasant when you know your co-workers and feel we are all part of a big family. The BW Wellness Program is a relief valve for us seafarers, as our place of work is also our home away from home. I've learnt how to take care of my health, build a strong mindset and meditate."

CREW ONBOARD BW TUCANA

SUPPORTING OUR CREW



PPE



Testing and Isolation



Safety Procedures



Daily Updates



High Speed Internet



BW Seafarer Emotional Helpline



BW Wellness Program



Additional Compensation

THROUGH THE PANDEMIC

COMMUNITY ENGAGEMENT

Increasing Access to Cleaner Burning LPG

LPG is an economical and cleaner source of fuel which has a much lower carbon footprint than coal and oil. BW LPG is proud to be a leading maritime transporter of LPG that delivers and increases access to LPG across the globe.

EGYPT



Left
VLGC BW Liberty delivered the commissioning cargo to prepare the terminal for use

COMMISSIONING OF THE SONKER BULK LIQUIDS TERMINAL

BW LPG is proud to be a key partner in increasing access to LPG in Egypt by participating in the commissioning of the Sonker Bulk Liquids Terminal.

LPG is a key fuel in Egypt with 75% of households using LPG as the main source of fuel for cooking and heating. Egypt currently relies on LPG imports to meet over

50% of domestic demand. To ensure that infrastructure grows alongside demand for petroleum products within the country, the Sonker Bulk Liquids Terminal was built at a cost of over US\$ 600 million to receive imported petroleum products and re-deliver them to national distribution pipeline networks.

INDIA



Approximately three billion people across the developing world continue to rely on traditional solid fuels for cooking. This exposure to indoor air pollution has been tied to 4.3 million premature deaths annually. In India alone, indoor pollution from cooking with biomass is estimated to cause about 1.1 million deaths per year¹.

Switching to LPG as a cleaner fuel, which is well-suited for domestic cooking, has the potential to improve the lives of these at-risk populations while providing additional economic and environmental benefits¹.

Supported by the government's push to increase LPG consumption in India, BW LPG is helping India increase its access to LPG by doubling the number of vessels in our fleet delivering LPG into India, with plans for further expansion. Our joint venture in India is now the largest owner and operator of VLGCs in India. As we bring LPG to uplift communities in India, we also generate sustainable economic value for our shareholders in the world's second largest LPG consumer in the world.

¹ Source - World LPG Association

SINGAPORE



Above
BW LPG's CFO Elaine Ong and Union Gas's Deputy CEO Yong Hwee Ng presented redemption vouchers to Mr Zaqy Mohamad, Senior Minister of State for Defence & Manpower, Adviser to Marsiling-Yew Tee GRC Grassroots Organisations (Marsiling) during a simple ceremony to launch the initiative

In a year where there was financial hardship from furlough, retrenchments and closed businesses, we reached out to our local community to provide support.

In Singapore, we worked with local fuel products provider Union Gas Holdings Limited, and grassroots organisation People's Association, to sponsor 1,600 low-income families who rely on government assistance and charities for sustenance, with LPG cylinders for cooking, with the aspiration to uplift these families one cooked meal at a time.

BW LPG received positive feedback from the community on this engagement.

Caring for our Community

BW LPG recognises that it is crucial to extend care to the broader community to foster cohesiveness, especially in times as challenging as these.

In Norway, we joined in the NRK Telethon, the largest information campaign and fundraising event in Norway. Every year, this nationwide charity campaign raises funds for a chosen cause. This year, the NRK partnered with WWF to combat plastic pollution in the oceans. BW LPG matched employees' donations.



In Singapore where we are headquartered, we collaborated with affiliates of BW Group to launch two employee-led initiatives – 'Appreciation Lunch for Healthcare Workers' and 'Migrant Worker Care Packages'.

In the early stages of the COVID-19 outbreak when healthcare staff and hospitals were facing growing pressures, our colleagues in Singapore cheered these frontline healthcare workers on by sponsoring approximately 19,500 lunch sets at major hospitals in Singapore. A local vendor was engaged to provide the lunch sets to support local businesses.

We also worked with 'Migrant Matters', a Singapore non-governmental and non-profit organisation to provide basic care packages with daily necessities to more than 5,000 migrant workers in Singapore who were placed in quarantine facilities.



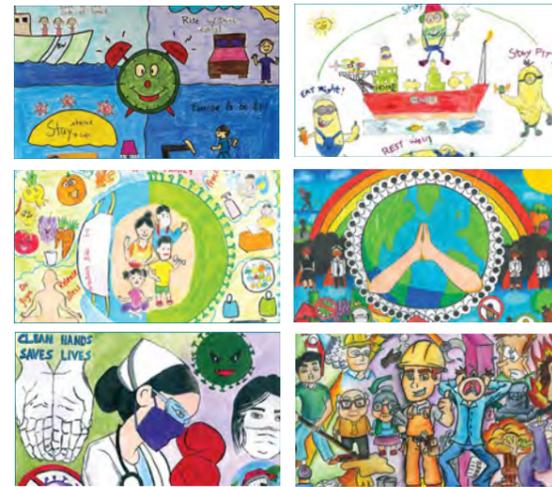
HEALTH AND SAFETY

Zero Harm

We believe in Zero Harm to People, Environment, Cargo and Property

At BW LPG, the Health and Safety of our employees and crew are non-negotiable. Zero Harm is an organisation-wide safety campaign at BW LPG with the goal to ensure that safety remains the top priority across all our operations.

Based upon three strategic pillars, our Zero Harm Plan lays out key strategic initiatives to guide our focus on safety awareness and training initiatives.



Above
Artwork from our Zero Harm Art Competition to raise awareness on safety culture

ZERO HARM BW LPG SAFETY CULTURE

OPERATIONAL RESILIENCE

Ability to bounce back in unexpected situations

Visible Leadership

Senior leaders are engaged and committed to our work on safety – visible in all staff contact at sea and onshore

- Management commitment to Zero Harm
- Ship visits from senior management
- Visible Leadership Training Programme
- Share best practices and reinforcing safety culture

Learning from Incidents

We strengthen our systems in safety management and risk awareness continually, by applying learning from incidents

- Case studies / reflective learning
- Root cause analysis (by TapRoot®)
- Training adapted to workplace requirements
- High Severity – Low Frequency (HILO) risk management
- Using 'Near-Miss Reports' as training material
- Safety campaigns and initiatives with stop work focus

Zero Harm Behaviours

Consistent engagement of the seafarers with continuous training, upskilling, and managing behaviour

- Behavioural competencies
- Resilience / Reflective learning
- Safety Management and Supervisor Training
- Crew Assessment Strategy
- Risk Assessment
- Work / Rest Hour Management

COLLABORATIVE

AMBITIOUS

RELIABLE

ENDURING

OUR CARE VALUES UNDERPINNING OUR SAFETY CULTURE

Crisis Management

BW LPG has an established crisis management plan (CMP) to ensure a disciplined reaction to handle a variety of emergency scenarios.

For onshore staff, the crisis management plan addresses epidemics, natural calamities, strife, emergency evacuation of the office and IT disruption. New hires are informed of the plan during induction, and the plan is available on our intranet. Drills for evacuation from offices are also held regularly.

Crisis Management for our vessels are managed through our Emergency Response (ER) Program. In case of an emergency, vessels can contact a designated person ashore who can make a trained assessment and decide

on the need to activate the relevant Emergency Response procedures and ER team who is on 24-hour standby. If activated, appropriate communications will be implemented in a timely manner to provide the relevant facts. Drills are held regularly to ensure seamless communication across departments.

Regulatory Compliance

Our crew are governed by international legislated health and safety regulations issued by the International Maritime Organisation (IMO). We also follow the OCIMF Marine Injury Reporting Guidelines.

Safety at Sea

Piracy continues to be a threat at sea, and BW LPG has a dedicated Global Head of Security to monitor global trends, advise safe routing for vessels, and act on security matters impacting our seafarers and fleet.

All vessels transiting high-risk areas follow a set of regularly updated international guidelines and have measures in place such as anti-piracy gear to deter attacks. Drills are regularly held to ensure that we are prepared to manage any incident.

Because of rigorous operational procedures, access to intelligence, and prudent risk management when

sailing in high-risk areas, we are pleased to report that there were no piracy or security incidents onboard our vessels in 2020.

Regulatory Compliance

BW LPG was one of the first ship operators to implement the International Ship and Port Facility Security (ISPS) code, which contains rules and requirements for carriers and terminals to significantly improve vessel and port security against international terrorism.

0

Fatalities

0.86

Total Recordable Case Frequency (TRCF)

0.14

Lost-Time Injury Frequency (LTIF)

0

Piracy and Security Incidents Onboard

EMPLOYEE RELATIONS



Our employees are important to us. Our priority is to ensure that we maintain an engaged and trained workforce who feel empowered to take on any challenge.

Open Communication

At BW LPG, we encourage an open-door consultative culture to encourage active communication across all layers. Town hall meetings are held on a regular basis where Management will share business updates whilst employees are encouraged to give feedback or ask questions. Employees are also kept abreast on company policies, announcements, and updates through the intranet.

BW LPG has a grievance process which involves direct communication between the employee/crew and their Line Manager, with involvement from the Human Resource Department/ designated person ashore if required.

Talent Management and Engagement

We recognise that continued success is dependent on our employees' ability to have the necessary skills, leadership, and competency. Hence, one of our focus areas is to invest in the learning and development of employees to improve knowledge and working performance. This is managed through the following shown below.

Training and Development

We commit to work in alignment with our Vision, Mission and Values ("VMV"). All new employees and crew are required to attend a VMV training to familiarise themselves with our VMV and Code of Ethics and Business Conduct.

COVID-19 has seen the disruption of numerous training plans. Nonetheless, BW LPG continued with training through virtual platforms. The range of training programmes fall within five overarching categories.

MANAGING AND ENGAGING OUR TALENT

PERFORMANCE MANAGEMENT PROCESS



Formal performance appraisal where performance is evaluated holistically and not limited to measuring performance against individual objectives and contributions.

360 DEGREE FEEDBACK PROCESS



Confidential feedback gathered from the employee's colleagues and supervisors to help employees recognise their strengths and areas of development.

CROSS TRAINING ACROSS FUNCTIONS AND DEPARTMENTS



Cross training provides opportunity for an employee to develop other skills and competencies, and embark on other career opportunities.

PERSONALISED PERSONAL DEVELOPMENT PLAN



Employees are accountable and encouraged to drive their own training plan to ensure that the training embarked upon is effective and customised.

SHIPPING TRAINEE PROGRAM



A two-year development program with rotations across multiple departments to gain broad-based exposure and insights into the business. Trainees will undertake different initiatives under mentorship from assigned coaches to enhance learning.

HIGH POTENTIAL DEVELOPMENT PROGRAM AND SUCCESSION PLANNING



Development of high potential employees to build a strong leadership bench, enhance our capability to deliver on future strategy, and enable accelerated career progression.

RANGE OF TRAINING PROGRAMMES

LEADERSHIP DEVELOPMENT



Leaders underwent training to equip themselves with skills to manage more effectively during adversity and uncertain times. We also provided training on how to give and receive feedback from employees and customers, to improve our ways of working together.

SAFETY AND SECURITY



Training was conducted to ensure that stringent safety and security standards are upheld in operations. Crisis management was a key scope in 2020 - to provide employees with a detailed understanding of how best to manage a crisis, with focus on preparation and response procedures.

OPERATIONAL UPSKILLING



With the planned retrofitting of LPG propulsion technology onboard 15 vessels, training was necessary to ensure the appropriate transfer of technical skills, adaptation of operational procedures, and understanding of contractual matters.

LUNCH AND LEARN



These sessions are a regular feature - Over lunch, representatives from departments speak about their responsibilities with the aim of sharing knowledge, growing a general awareness of how work across departments are inter-related, and explore opportunities for collaboration.

OTHER TRAINING AND EDUCATION



Every employee has a personalised development plan and are offered tailored training opportunities which may include workshops, seminars or on-the-job shadowing. General training on matters such as effective customer service are also provided.

Human Rights and Fair Labour Practices

At BW LPG, we respect the rights of the people we employ and work with. We support the principles in the United Nations Universal Declaration of Human Rights and adhere to fair labour practices. Our policies cover the dimensions shown below.

Regulatory Compliance

Fair labour practices for our crew are governed by the Maritime Labour Convention (MLC). All crew members are also covered under global and/or local trade union agreements. Onshore employees are covered under local employment regulations.

Work-Life Balance and Benefits

BW LPG has in place initiatives and programs to promote employee work-life balance, health and mental wellness. The results are shown in our annual employee pulse survey where employees expressed that they were comfortable with their current status of work-life balance.



Above
In August 2020, in celebration of Singapore's 55th National Day, BW LPG sponsored employees to take part in a 55km Walk/Run/Cycle Challenge. 78% of our employees in the Singapore office participated in this event.

NON-DISCRIMINATION



BW LPG upholds a merit-based work environment and expressly prohibits discrimination in the workplace.

NON-HARASSMENT

~~HARASSMENT~~

The work environment and culture should be characterised by mutual trust and the absence of bullying or harassment of any kind.

FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING



BW LPG does not hinder crew / employees' rights to form, join or not join a labour union, or other organisation of their choice and respects the right to collective bargaining in support of their mutual interests.

NO FORCED OR CHILD LABOUR

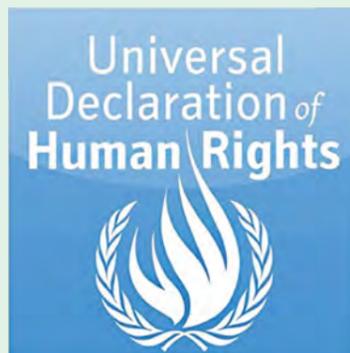


BW LPG prohibits any form of forced or child labour, including slavery and human trafficking.

A SAFE AND CONDUCTIVE WORKPLACE



BW LPG works to ensure that the workplace is a safe and conducive environment for everyone.



PAID LEAVE AND FLEXIBLE WORK ARRANGEMENTS



All employees are entitled to paid leave (including medical and parental) as per local government regulations and flexible work arrangements.

HEALTH SCREENINGS, MEDICAL, DENTAL AND LIFE INSURANCE



Employees are covered for health screenings, medical, dental and life insurance (including disability and invalidity cover).

RETIREMENT PROVISIONS



Employees and crew enjoy retirement provisions as per local government regulations.

MANAGEMENT SHARE OPTION PLAN



The Senior Management are offered company share options in our Long-Term Management Share Option Plan (LTIP) to align the interests of the senior management with those of our shareholders.

TEAM BONDING



BW LPG organises regular events such as Family Day, Quarterly Drinks, Breakfast Together, Lunch and Learn sessions and other informal department outings.

SPONSORED ACTIVE LIFESTYLE ACTIVITIES



BW LPG regularly supports participation in sporting challenges to promote an active lifestyle.

BW RECREATION CLUB



An employee-run club that regularly organises leisure and social activities for employees and their family.

COMFORTABLE AND EFFICIENT WORKSPACE



BW LPG provides ergonomic desks and chairs in the office for all employees to minimise workplace injuries and optimise work productivity.

WELL-STOCKED PANTRY



A well-stocked pantry is provided with healthy food choices.



DIVERSITY AND INCLUSION

At BW LPG, we value diversity in all its forms and are committed to fostering a culture of diversity and inclusion. Our collective sum of individual differences, knowledge and experience is not only a part of our culture, but also allows us to better understand and meet customer needs.

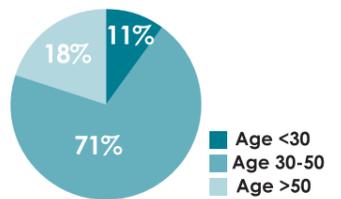
Diversity within our governance bodies is also important to BW LPG as we believe that diversity generates a more holistic approach to leading the organisation.

A work environment built on the premise of inclusion and equality encourages and enforces:

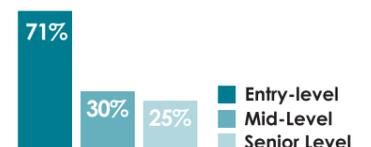
- Respectful communication and cooperation between all employees
- Teamwork and employee participation with representation from different groups and varied employee perspectives
- Employees to feel comfortable to perform to their fullest potential



% OF EMPLOYEES ONSHORE



% OF WOMEN IN MANAGEMENT LEVEL



SOCIAL PERFORMANCE DASHBOARD

Sustainability Priority	Community Engagement	Health and Safety	Employee Relations	Diversity and Inclusion
2020 TARGETS	<ul style="list-style-type: none"> Continue to participate in WLPGA initiatives Explore partnership opportunities to bring LPG to communities 	<ul style="list-style-type: none"> 0 fatalities at sea and onshore while at work Lost Time Injury Rate (LTIR) ≤ 0.5 Total Recordable Case Frequency ≤ 1.5 Launch Visible Leadership Program to strengthen safety culture Develop Behavior based safety system and onboard training programs Implementation of revised Risk Assessment process 	<ul style="list-style-type: none"> ≤ 10% attrition rate Continue promoting from within Conduct Pulse Survey Conduct > 3 employee engagement events Launch training programs Participate in ≥ 1 university event 	<ul style="list-style-type: none"> Continued reinforcement of Vision and Values All new hires to attend a Vision and Values workshop within their first year ≤ 3 days to respond to discrimination complaints / concerns raised
2020 PROGRESS	<ul style="list-style-type: none"> Increased access to LPG by commissioning of terminal in India and increasing number of vessels carrying LPG into India Sponsored 1600 LPG cylinders to low income families in Singapore 	<ul style="list-style-type: none"> 0 fatalities at sea and onshore while at work Lost Time Injury Rate (LTIR) - 0.14 Total Recordable Case Frequency (TRCF) - 0.86 All trainings and programs completed Behavior based Safety System developed Revised Risk Assessment process implemented 	<ul style="list-style-type: none"> Undesired attrition rate at 4% 13 internal promotions Successfully completed Pulse Survey with largely satisfactory ratings Conducted 19 employee engagement events Cancellation of university event due to COVID-19 restrictions 	<ul style="list-style-type: none"> Continued reinforcement of Vision and Values with employees through engagement events Cancellation of Vision and Values workshop due to COVID-19 restrictions; however all new hires were provided with one-to-one induction training Zero discrimination complaints / concerns raised
2021 TARGETS	<ul style="list-style-type: none"> ≥ One community contribution in communities we operate in Explore partnership opportunities to increase access to LPG in communities ≥ Increase number of vessels carrying LPG cargo into India 	<ul style="list-style-type: none"> Zero fatalities at sea and onshore while at work Lost Time Injury Rate (LTIR) ≤ 0.5 Total Recordable Case Frequency ≤ 1.5 Implement Zero Harm Safety Behavior Observation System Training campaign on process safety for activities onboard 	<ul style="list-style-type: none"> ≤ 10% attrition rate Implementation of training programs ≥ 70% satisfactory result on employee pulse survey on engagements 	<ul style="list-style-type: none"> ≥ 70% satisfactory result on employee pulse survey on diversity and inclusion Maintain at least two female members on the Board of Directors Maintain broad diversity of nationalities and age with ±10% variance in gender ≤ 3 days to respond to discrimination complaints / concerns raised

GOVERNANCE

We conduct our business with high ethical standards and in compliance with relevant laws, and we ask for the same standards of integrity and compliance from our business partners.

OUR PRIORITIES ON THE GOVERNANCE FRONT



Our Sustainability Priorities	What this means	UN SDG	Page
Governance and Compliance	Conduct our business ethically and responsibly in full compliance with all laws and regulations	16	56
Operational Excellence and Effective Management	Optimise business processes through innovation and quality management	16	60
Anti-Bribery and Anti-Corruption	Uphold business integrity and stand against bribery and corruption in the maritime industry	16	62
Economic Performance and Benefits	Generate sustainable economic value for our stakeholders	8	64

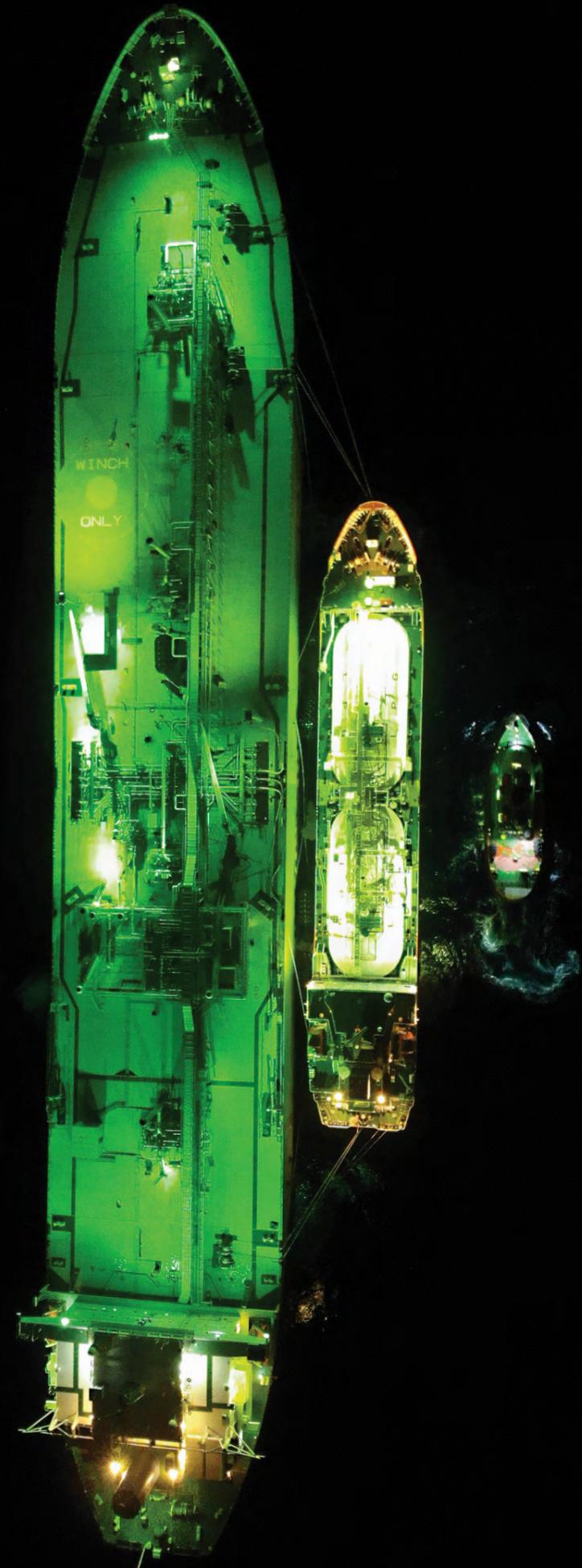
BUSINESS SPOTLIGHT

CREATING A RESPONSIBLE SUPPLY CHAIN

We work together with our suppliers to improve sustainability practices, and offer clear and transparent procurement practices. We believe that only with good governance, can we be a force for good.

ADDRESSING OUR SUPPLY CHAIN SUSTAINABILITY RISKS

Our relationships with suppliers are a fundamental element of our business success. As we conduct our business with high standards, we also set high standards for our suppliers to meet. By influencing our suppliers to improve sustainability practices, together we can play our part in supporting the United Nations Sustainable Development Goals.



100%

of audited suppliers met the requirements in our Supplier Code of Ethics and Business Conduct

Selection and Working with Suppliers

Tenderers compete in a transparent environment with clear selection processes based on objective criteria and equal opportunity.

New suppliers are screened using internal criteria such as quality, delivery, reliability and price, and requirements for specific certifications, including Quality Management System (ISO 9001) and Environmental Management System (ISO 14001). In addition, all suppliers need to meet our expectations on Environment, Social and Governance ("ESG") standards, which are covered in our Supplier Code of Ethics and Business Conduct ("SCEBC"). Our SCEBC was also recently updated to mandate that our suppliers respect human rights as set out in the United

Nations Universal Declaration of Human Rights and endorse the principles of the UN Global Compact and the OECD guidelines for multinational enterprises.

BW LPG aims to partner with local suppliers as much as possible, working with local suppliers in the ports and locations where our vessels call at.

Improving Supplier Performance

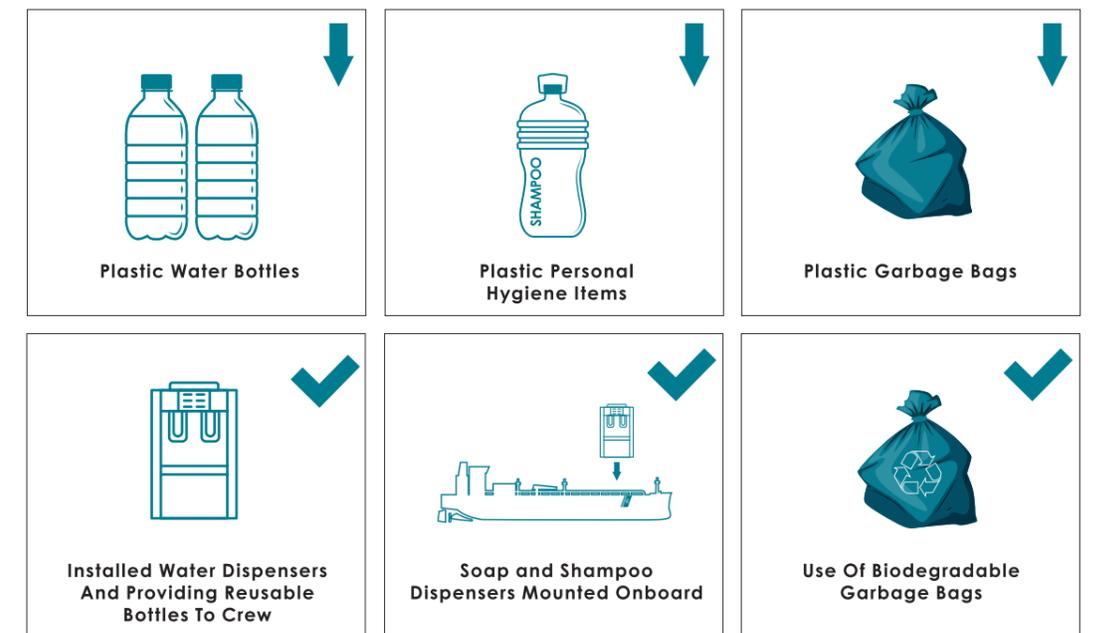
BW LPG works with a third party to conduct an annual audit of our contracted suppliers to verify compliance with our SCEBC. This year, 22 suppliers accounting for 40% of our procurement spending were audited. The audit comprises a questionnaire and risk assessment.

If concerns are identified, we use the results to encourage improvement in our suppliers' sustainability conduct. A timeline is set for improvement. If there is insufficient progress, it can lead to the termination of our relationship with the supplier.

Reducing Plastics in 2020

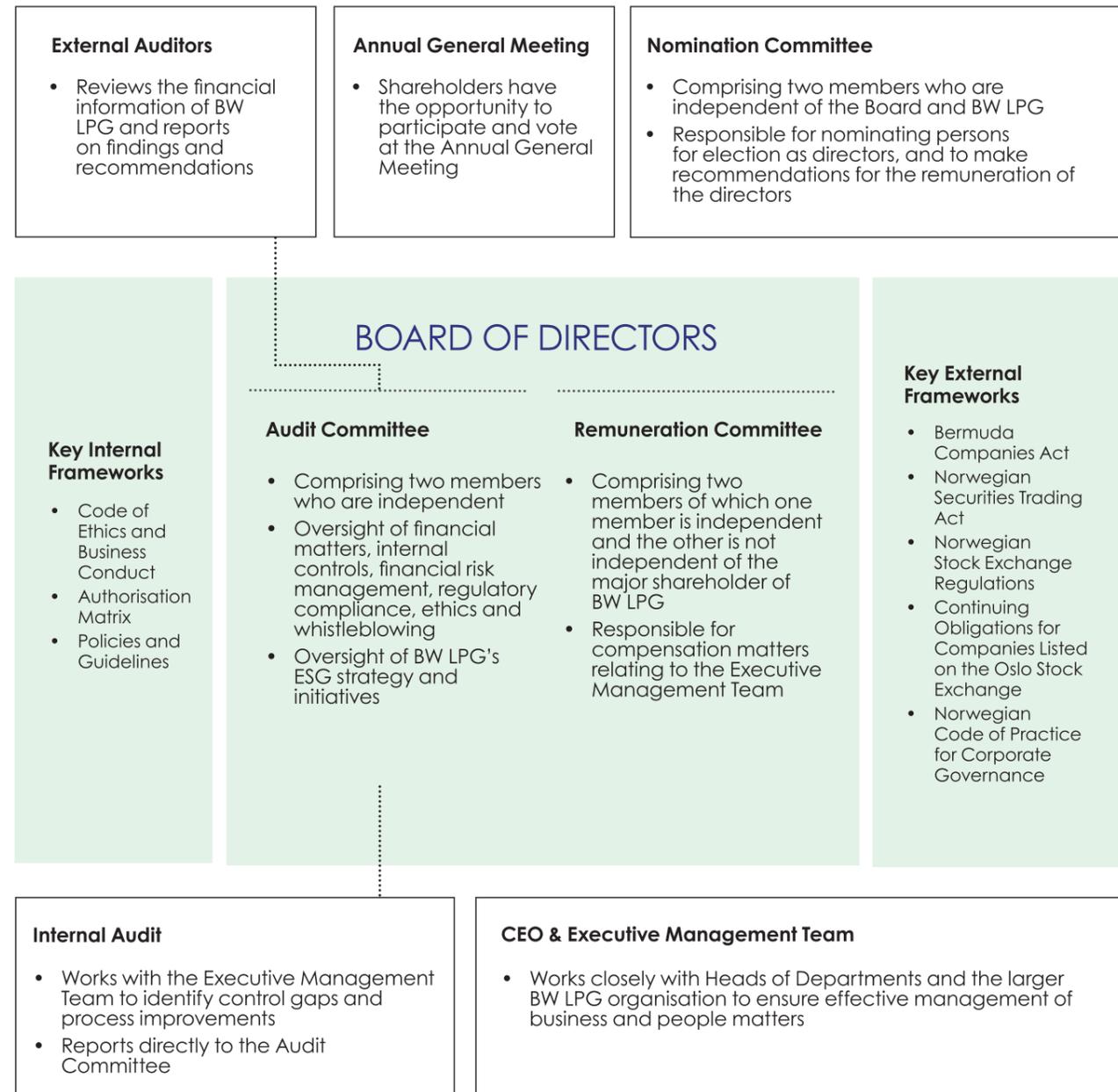
A key initiative we committed to this year was to reduce plastic use in our supply chain, by replacing all plastic cutlery, plates, and cups with reusable alternatives.

We have updated our supplier terms and conditions to include a request for suppliers to minimise plastic use. We have also started an initiative to return pallet plastic shrink wrap to suppliers at specific ports. All plastic from BW LPG landed at ports are recorded and a report is provided on a quarterly basis.



GOVERNANCE AND COMPLIANCE

BW LPG has a well-developed corporate governance structure



BW LPG Board of Directors



Andreas Sohmen-Pao
Chairman

Key Area of Expertise
Maritime Operations, Corporate Strategy and Finance



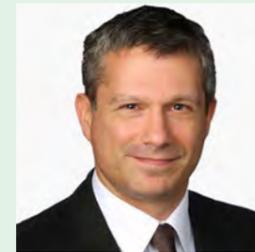
Anne Grethe Dalane

Key Area of Expertise
Corporate Strategy, Finance and Human Resource



Martha Kold Bakkevig

Key Area of Expertise
Business Development, Corporate Strategy and Technology



Andrew E. Wolff

Key Area of Expertise
Private Equity, Investment and Finance



Sonali Chandmal

Key Area of Expertise
Corporate Strategy, Consulting and Investment

Highly experienced and reputable Board of Directors

80%

Board Independence

100%

Audit Committee Independence

Fully Aligned Incentives for the Executive Management

The Executive Management team consists of four members who work together as a team to exercise proper supervision on the management of the Company. The Executive Management is independent of the Board of Directors, and remuneration of the Executive Management is based upon the Guidelines for Executive Management.

Remuneration of the Executive Management is reviewed annually and approved by the Board based on recommendations by the Remuneration Committee. The Remuneration Committee

considers the performance of the Executive Management and gathers information from comparable companies before making its recommendation to the Board. Such recommendation aims to ensure convergence of the financial interests of the Executive Management and the shareholders.

Sustainability performance objectives are integrated into the variable remuneration of the Executive Management.

US\$'000	2020
CEO Remuneration	
Fixed amount	803
Variable performance-related ¹	-
Long-term incentive component	50
Total	853
% CEO compensation to total staff remuneration	9%
Executive Management Remuneration (excluding CEO)	
Fixed amount	1,133
Variable performance-related ¹	530
Long-term incentive component	131
Total	1,794
% Executive Management compensation (excluding CEO) to total staff remuneration	18%
Total staff remuneration (excluding Executive Management Team)	9,765



Anders Onarheim
Chief Executive Officer



Elaine Ong
Chief Financial Officer



Niels Rigault
Executive Vice President,
Commercial



Pontus Berg
Executive Vice President,
Technical and Operations

¹ Paid amounts during the year for performance related to previous year

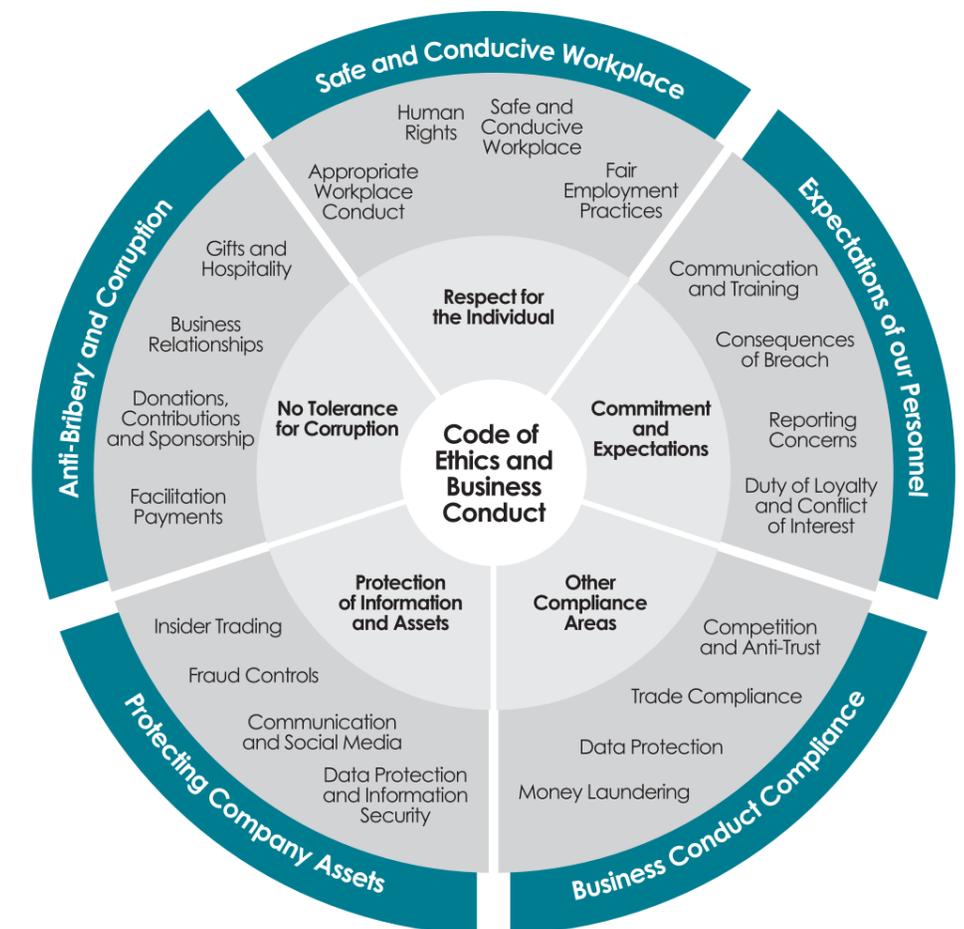
Encouraging Colleagues to Speak Up

At BW LPG, we have a supportive and open culture. Crew and colleagues do not have to worry about reprisals if they report misconduct, challenge current processes or raise critical concerns. By flagging concerns for attention, we can positively manage incidents before they become bigger issues.

Employees can either approach their Line manager, an HR representative, or their Head of Department. Employees

are assured of a fair review and assessment for required corrective action. Depending on the matter, this can be escalated to the highest level of authority for attention.

BW LPG provides a quarterly update on compliance and litigation to our Board to ensure prompt and transparent communication, and fair resolution of any concern.



OPERATIONAL EXCELLENCE AND EFFECTIVE MANAGEMENT

As the world's largest owner and operator of Very Large Gas Carriers (VLGCs), we take pride in offering industry-leading customer service and operational excellence.

Quality Management System

Our Quality Management System (QMS), which takes reference from ISO 9001, is our repository of processes and management systems which guide our delivery of consistent and quality operations. The QMS is regularly reviewed and updated. Regular internal audits are also conducted to ensure that we are adhering to these processes. Any suggestions for improvements are taken into consideration for continuous improvement to our management systems and processes.

Risk Management

BW LPG has integrated ESG considerations into the business and therefore includes ESG-related risks into our overall risk management process. Our Enterprise Risk Management (ERM) is based on the principles from the ISO 31000 and the Committee of Sponsoring Organisations' (COSO) ERM Framework. The risk management process is implemented using a risk register which considers all possible risks, with applicability assessed in terms of impact and probability. This register supports risk identification and follow-up of critical risks and related mitigation measures. We regularly monitor our risk framework, policy and review processes to ensure appropriate and efficient mitigation of risk.

Collaboration for Best Practices

In 2020, BW LPG collaborated with other affiliates within the BW Group to share knowledge and best practices on procurement, with the aim to streamline processes and policies, leverage on each other's understanding of the market and make full use of available resources.

One positive outcome has been the creation of a new Resource Planning system, a one-stop solution for ship management purchasing which further automates the purchasing function for our fleet. A Procurement Manifest has also been set up to ensure mutually beneficial contracts for both BW LPG and our vendors. We leverage on volume and shared resources across affiliates to optimise the conditions of the contract and manage risks.



ANTI-BRIBERY AND ANTI-CORRUPTION



BW LPG has zero tolerance towards bribery and corruption and we expect all employees and crew to conduct themselves with the highest standard of integrity.

We have an Anti-Bribery and Anti-Corruption policy which abides by the principles set out in the UK Bribery Act 2020, and is applicable to all employees including the highest levels of leadership and crew at sea. The policy is also applicable to dealings with our business partners. All suppliers engaged by BW LPG

must also comply with our Supplier Code of Ethics and Business Conduct, which forms a part of every supplier purchase order and contractual agreement. Our Anti-Bribery and Anti-Corruption policy is communicated to all employees and crew through online training and assessment, and to our business partners through our contractual agreements.

Whistleblowing Channel

We support any employee who uses our Whistleblowing policy to report any

instances of bribery or corruption. Our whistleblowing platform for employees is hosted by an independent provider which supports easy reporting of concerns through a variety of channels such as a 24-hour multi-lingual contact centre and an anonymous web reporting portal. BW LPG has a whistleblowing management process to take corrective actions swiftly and address reports in a consistent and documented manner.

0

Monetary loss from cases relating to bribery, corruption or unethical business practice

0

Incidents of whistleblowing

100%

Compliance with UK Bribery Act 2010

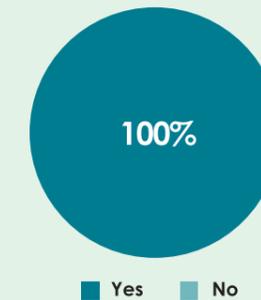
COMMEMORATING INTERNATIONAL ANTI-CORRUPTION DAY

On 9 December 2020, we commemorated the United Nation's International Anti-Corruption Day by engaging our crew in an e-Survey to understand the challenges of bribery and corruption as experienced by our crew.

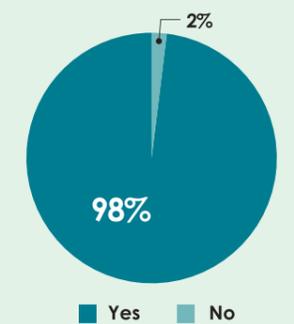
We are proud to report a 100% response from our vessels and high levels of understanding of our Anti-Bribery and Anti-Corruption Policy.

RESULTS FROM OUR ANTI-BRIBERY AND ANTI-CORRUPTION E-SURVEY

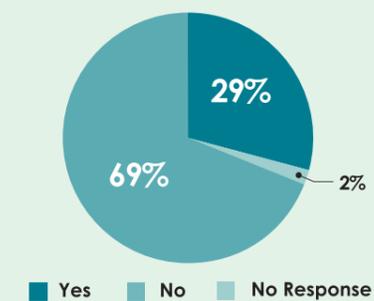
Are you aware of BW's expectations on Anti-Bribery and Anti-Corruption?



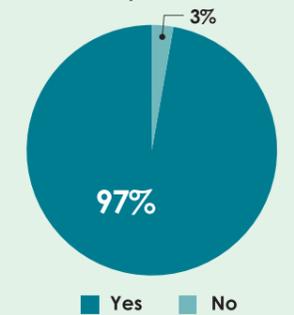
Have you seen posters on Anti-Bribery and Anti-Corruption onboard?



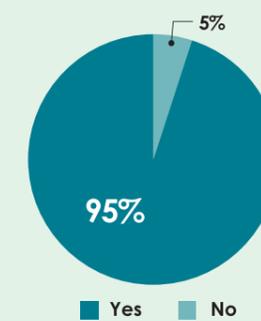
Have you received requests for facilitation payments in the past 6 months?



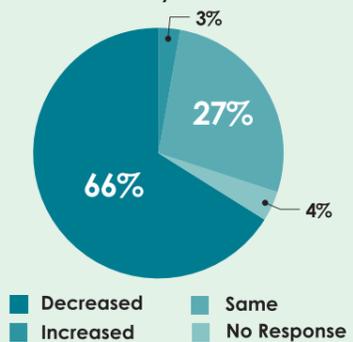
Have you read or discussed materials related to Anti-Bribery and Anti-Corruption onboard?



Do you know what to do when asked for facilitation payments?



From your perspective, have requests for facilitation payments increased, decreased or stayed the same?



ECONOMIC PERFORMANCE AND BENEFITS

Adapting to our changing world requires an understanding that success as a company must be defined by more than the bottom line. It is also about creating value for society – making people's lives better, enabling economies to grow, and protecting the environment for future generations. By embedding sustainability into our business strategy and operations, we will not only create a better company but a better world.

For BW LPG to play this role in society, we also need to be financially sustainable. Our economic strategies therefore have a dual objective: to achieve good financial results while incorporating environmental and social considerations, and to ensure long-term sustainability of our business and operations.

Monitoring our performance

Our Return on Equity (ROE) performance is measured on a quarterly basis and reported in a transparent manner to our investors during our earnings release. Time Charter Equivalent (TCE), a standard industry performance measure for earnings, is monitored daily and guides our commercial strategy. We regularly benchmark against the Baltic Index and our peers to determine how we are performing.

Cost control is also part of our strategy as we monitor our Vessel Operational Expenditure (OPEX) monthly and benchmark against industry peers to ensure we remain competitive.

Sustainability and Economic Benefits

Sustainability Priorities	Results in	Economic Benefits
Emissions to Air	<ul style="list-style-type: none"> Reduced GHG emissions across our fleet Full compliance with IMO regulations 	<ul style="list-style-type: none"> Investment in LPG propulsion technology opens new markets and demand for LPG New LPG dual-fuel technology reduces maintenance costs and buffers against bunker price volatility Continued license to operate in compliance with all international regulations Eligible for sustainability-linked financing which helps lower borrowing cost
Energy Management	<ul style="list-style-type: none"> Optimise vessel efficiency and voyage operations 	<ul style="list-style-type: none"> Reduced fuel costs Increased commercial availability means more charters
Ship Recycling	<ul style="list-style-type: none"> More responsible and transparent ship recycling Uplifting some of the poorest communities in the developing world 	<ul style="list-style-type: none"> Eligible for green financing and better rates from capital lenders
Spills to Sea	<ul style="list-style-type: none"> Protect ocean health 	<ul style="list-style-type: none"> Continued license to operate
Community Engagement	<ul style="list-style-type: none"> Uplifting communities with a cleaner source of energy 	<ul style="list-style-type: none"> Increase demand for LPG as fuel
Health and Safety	<ul style="list-style-type: none"> Crew and employees who are well emotionally, mentally and physically Good work-life balance benefitting family as building blocks of society 	<ul style="list-style-type: none"> Increased efficiency Reduced medical costs Higher retention, lower turnover Recruitment of top talent
Employee Relations	<ul style="list-style-type: none"> A skilled, committed and engaged workforce benefitting from fair employment practices 	<ul style="list-style-type: none"> Recruitment of top talent Committed and engaged workforce Higher retention, lower turnover
Diversity and Inclusion	<ul style="list-style-type: none"> A diverse workforce reflecting our customers, thriving in an inclusive work environment. 	<ul style="list-style-type: none"> Better customer service Recruitment of top talent Committed and engaged workforce Higher retention, lower turnover
Governance and Compliance	<ul style="list-style-type: none"> Reputation for ethical and responsible business conduct 	<ul style="list-style-type: none"> Continued license to operate Preferred LPG shipping partner for traders and oil and gas majors
Operational Excellence and Effective Management	<ul style="list-style-type: none"> Optimise business processes through innovation and quality management 	<ul style="list-style-type: none"> Reduced fuel costs Increased commercial availability means more charters
Anti-Bribery and Anti-Corruption	<ul style="list-style-type: none"> Uphold business integrity in a global stand against bribery and corruption in the maritime industry 	<ul style="list-style-type: none"> Continued license to operate Preferred LPG shipping partner for traders and oil and gas majors
Economic Performance and Benefits	<ul style="list-style-type: none"> Generate sustainable economic value for our stakeholders 	<ul style="list-style-type: none"> Dividends to our shareholders Increasing net asset value of the company

GOVERNANCE PERFORMANCE DASHBOARD

Sustainability Priority	Governance and Compliance	Operational Excellence and Effective Management	Anti-Bribery and Anti-Corruption	Economic Performance and Benefits
				
2020 TARGETS	<ul style="list-style-type: none"> Zero non-compliance with laws and regulations 	<ul style="list-style-type: none"> Zero detentions and ≤ 2 observations in port state control inspections Increase collaboration with industry bodies Maintain ISO certifications Unplanned off-hire < 2% of total calendar days On-time and on-budget project execution 	<ul style="list-style-type: none"> Zero facilitation payments Zero non-compliance with UK Bribery Act 2020 Global communication to commemorate UN Anti-Corruption Day Continue membership in MACN for commitment to Anti-Bribery and Anti-Corruption 	<ul style="list-style-type: none"> Commercial utilisation ≥ 95% of commercially available days Outperform peers in TCE, OPEX and ROE
2020 PROGRESS	<ul style="list-style-type: none"> Zero non-compliance with laws and regulations 	<ul style="list-style-type: none"> Zero detentions and 0.27 observations in port state control inspections Maintained ISO certification Unplanned off-hire at 0.47% of calendar days All projects executed on-time and on-budget 	<ul style="list-style-type: none"> Zero facilitation payments Zero non-compliance with UK Bribery Act 2020 Launch of e-survey to commemorate UN Anti-Corruption Day Continued membership in MACN for commitment to Anti-Bribery and Anti-Corruption 	<ul style="list-style-type: none"> Commercial utilisation at 98% of commercially available days Outperformed peers in TCE, OPEX and ROE
2021 TARGETS	<ul style="list-style-type: none"> Zero non-compliance with laws and regulations 100% suppliers sign on to BW LPG's Code of Supplier Conduct Audit suppliers contributing to ≥ 80% of procurement spending 	<ul style="list-style-type: none"> Zero detentions and ≤ 2 observations in port state control inspections Increase collaboration with industry bodies Maintain ISO certifications Unplanned off-hire < 2% of total calendar days On-time and on-budget project execution 	<ul style="list-style-type: none"> Zero facilitation payments Zero non-compliance with UK Bribery Act 2020 Conduct Anti-Corruption and Anti-Bribery training for all seafarers and onshore staff Continue membership in MACN for commitment to Anti-Bribery and Anti-Corruption 	<ul style="list-style-type: none"> Commercial utilisation ≥ 95% of commercially available days Outperform peers in TCE, OPEX and ROE Continuous improvement in ESG efforts

PERFORMANCE METRICS



ENVIRONMENT

Description of Metric	Unit of Measurement	2020	2019
Emissions¹			
Total amount of Nitrogen Oxide (NOx) emitted	1000 tonnes	33.9	35.1
Total amount of Sulphur Oxide (SOx) emitted	1000 tonnes	3.9	22.8
Total amount of Carbon Dioxide (CO ₂) emitted	1000 tonnes	1,422.5	1,450.9
Total amount of Particulate Matter ² (PM10) emitted	1000 tonnes	2,658.4	2,732.9
Energy¹			
Total non-renewable fuel consumption	Terajoules	18,479.2	18,773.1
Total renewable fuel consumption	Terajoules	0	0
Types of non-renewable fuels	Description	High Sulphur Fuel Oil	High Sulphur Fuel Oil
		Vey Low Sulphur Fuel Oil	Very Low Sulphur Fuel Oil
		Low Sulphur Marine Gas Oil	Low Sulphur Marine Gas Oil
		Marine Gas Oil	Marine Gas Oil
		Liquefied Petroleum Gas	-
Consumption (electricity, heating, cooling, steam)	Terajoules	18,479.2	18,773.1
Sold (electricity, heating, cooling, steam)	Terajoules	0	0
Total energy consumption within the organisation	Terajoules	18,479.2	18,773.1
(1) Percentage renewable	Percentage (%)	0%	0%
Average Energy Efficiency Design Index (EEDI) for new ships	Grams of CO ₂ per tonne-nautical mile	5.9	5.9
Energy Efficiency Operation Index (EEOI)	Grams of CO ₂ per tonne-nautical mile	17.1	17.7
Annual Efficiency Ratio (AER)	Grams of CO ₂ per tonne-nautical mile	7.6	7.5

¹ Relating only to vessels in shipping fleet owned and operated by BW LPG. Calculations, conversion factors and emission factors are sourced from vessel performance suppliers
² Calculation of PM10 based on the European Environment Agency air pollutant emission inventory guidebook 2019 with reference to ENTEC (2007)

ENVIRONMENT

Description of Metric	Unit of Measurement	2020	2019
Ship Recycling and Ecological Impacts			
Number of vessels recycled	Number	0	0
Shipping duration in marine protected areas or areas of protected conservation status	Number of travel days	366	365
Percentage of fleet implementing ballast water			
(1) exchange, and	Percentage (%)	100%	100%
(2) treatment	Percentage (%)	48%	40%
Spills and releases to the environment			
(1) Number of	Number	0	0
(2) Aggregated Volume of	Volume	0	0
Waste landed ashore	m ³	941.3	1,188.5
Activity Metrics			
Number of vessels in shipping fleet owned and operated by BW LPG	Number	43	42
Total distance travelled by vessels	Thousand Nautical miles	3,547	3,558
Operating days ³	Days	14,971	15,193
Deadweight tonnage	Thousand deadweight tonnes	2,348	2,291
Number of vessel port calls	Number	869	1,238
Twenty-foot equivalent unit (TEU) capacity	TEU	N.A.	N.A.

³ Operating days are calculated as the number of calendar days less the aggregate number of days that the vessels are off-hire

Description of Metric	Unit of Measurement	2020	2019
Work-related Injuries			
For Employees			
Number of Fatalities as a result of Work-Related Injury	Number	0	0
Number of High-Consequence Work-Related Injury (excluding fatalities)	Number	0	0
Number of Recordable Work-Related Injury	Number	0	0
Rate of Fatalities as a result of Work-Related injury	Percentage (%)	0	0
Rate of High-Consequence Work-Related Injury	Percentage (%)	0	0
Rate of Recordable Work-Related Injury	Percentage (%)	0	0
For Crew			
Number of Fatalities as a result of Work-Related Injury	Number	0	0
Lost Time Injury (LTI) ⁴	Number	2	2
Total Recordable Cases (TRC) ⁵	Number	6	8
Number of Hours Worked	Thousand Number	7,086	7,568
Rate of Fatalities as a result of work-related injury	Percentage (%)	0	0
Lost-Time Injury Frequency (LTIF)	Frequency	0.14	0.25
Total Recordable Case Frequency (TRCF)	Frequency	0.86	0.89
Accident and Safety Management			
Marine Casualties			
(1) Number of marine casualties	Number	3	1
(2) Percentage classified as very serious	Percentage (%)	0	0
Number of Conditions of Class or Recommendations	Number	1	0
Number of port state control			
(1) Deficiencies, and	Number	0.27	0.55
(2) Detentions	Number	0	0

⁴ This corresponds to "Number of High Consequence Work-Related Injury (excluding fatalities)" per GRI reporting terminology

⁵ This corresponds to "Number of Recordable Work-Related Injury" per GRI reporting terminology

Description of Metric	Unit of Measurement	2020	2019
Permanent Staff			
Number of crew members	Number	2,123	2,134
Male			
Onshore Staff - Singapore	Number	21	17
Onshore Staff - Norway	Number	20	19
Offshore Crew	Number	2,114	2,126
Female			
Onshore Staff - Singapore	Number	29	31
Onshore Staff - Norway	Number	2	1
Offshore Crew	Number	9	8
Total	Number	2,195	2,202
Temporary Staff			
Male			
Onshore Staff - Singapore	Number	0	0
Onshore Staff - Norway	Number	1	1
Female			
Onshore Staff - Singapore	Number	2	2
Onshore Staff - Norway	Number	0	0
Total	Number	3	3
Employee Turnover and New Hires			
Employees at the start of year	Number	72	65
Total Employee Turnover	Number	10	12
Total New Employee Hires	Number	14	19
Employees at the end of year	Number	76	72
Rate of Employee New Hire			
Male	Percentage (%)	23	31
Female	Percentage (%)	14	24
Total	Percentage (%)	19	28

SOCIAL

Description of Metric	Unit of Measurement	2020	2019
Rate of Employee Turnover			
Male	Percentage (%)	8	20
Female	Percentage (%)	20	15
Total	Percentage (%)	14	18
Employee Diversity (Onshore)			
Senior-level Employee			
Total Number of Employees	Number	12	10
Male	Percentage (%)	75	70
Female	Percentage (%)	25	30
< 30 years old	Percentage (%)	0	0
30 - 50 years old	Percentage (%)	58	60
> 50 years old	Percentage (%)	42	40
Mid-level Employee			
Total Number of Employees	Number	36	36
Male	Percentage (%)	69	69
Female	Percentage (%)	31	31
< 30 years old	Percentage (%)	0	0
30 - 50 years old	Percentage (%)	75	72
> 50 years old	Percentage (%)	25	28
Entry-level Employee			
Total Number of Employees	Number	28	26
Male	Percentage (%)	29	19
Female	Percentage (%)	71	81
< 30 years old	Percentage (%)	29	23
30 - 50 years old	Percentage (%)	71	77
> 50 years old	Percentage (%)	0	0
Total across BW LPG			
Total Number of Employees	Number	76	72
Male	Percentage (%)	55	51
Female	Percentage (%)	45	49
< 30 years old	Percentage (%)	11	8
30 - 50 years old	Percentage (%)	71	72
> 50 years old	Percentage (%)	18	20

GOVERNANCE

Description of Metric	Unit of Measurement	2020	2019
Board Diversity			
Male			
Number of individuals	Number	2	4
Percentage of individuals within the organisation's governance bodies	Percentage (%)	40	67
Female			
Number of individuals	Number	3	2
Percentage of individuals within the organisation's governance bodies	Percentage (%)	60	33
Supply Chain Spending			
Total Supply Chain Spending	US\$'000	85,124	58,107
Total Vendors	Number	398	313
Anti-Corruption Risks and Incidents			
West Africa			
Total number of operations ⁶	Number	15	49
Total operations assessed for corruption related risks	Percentage (%)	100	100
Total number of confirmed incidents of corruption	Number	1	4
Nature of confirmed incidents of corruption	Description	Immigration authorities in 2019	Immigration authorities
Asia (including India and China)			
Total number of operations ⁶	Number	167	208
Total operations assessed for corruption related risks	Percentage (%)	100	100
Total number of confirmed incidents of corruption	Number	0	9

⁶ Operations refers to the number of port calls made by BW LPG vessels in these regions

GOVERNANCE

Description of Metric	Unit of Measurement	2020	2019
Nature of confirmed incidents of corruption	Description	-	Customs declaration / Health and Pratique
South America			
Total number of operations ⁶	Number	36	24
Total operations assessed for corruption related risks	Percentage (%)	100	100
Total number of confirmed incidents of corruption	Number	0	2
Nature of confirmed incidents of corruption	Description	-	Custom Declaration
Corruption Index			
Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Number	6	7
Corruption Monetary Losses			
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	US\$'000	0	0

⁶ Operations refers to the number of port calls made by BW LPG vessels in these regions

APPENDICES



KEY GOVERNANCE DOCUMENTS, STANDARDS AND REFERENCES

The below key governance documents, standards and references listed below are accurate as of the date of release of this report. Ongoing updates can be found on the BW LPG website.

	Sustainability Priority	Internal Governance Documents	International Standards and References
ENVIRONMENTAL	Emissions to Air	<ul style="list-style-type: none"> Environmental Policy Environmental Management System 	<ul style="list-style-type: none"> IMO Strategy on Reduction of GHG Emissions from Ships IMO MARPOL Conventions ISO 14001 - Environmental Management International Management Code for the Safe Operation of Ships and Pollution Prevention (ISM Code) Relevant Flag States' requirements
	Energy Management	<ul style="list-style-type: none"> Energy Management System 	<ul style="list-style-type: none"> ISO 14001 - Environmental Management IMO MARPOL Annex XI
	Ship Recycling	<ul style="list-style-type: none"> Ship Recycling Policy 	<ul style="list-style-type: none"> Hong Kong International Convention for Safe and Environmentally Sound Recycling of Ships Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal
	Spills to Sea	<ul style="list-style-type: none"> Ballast Water Management Policy and Management System Waste Management Policy and Management System Environmental Policy and Management System 	<ul style="list-style-type: none"> IMO MARPOL Conventions IMO Ballast Water Management Convention European Waste Shipment Regulation The Federal Water Pollution Control Act International Management Code for the Safe Operation of Ships and Pollution Prevention (ISM Code)
SOCIAL	Health and Safety	<ul style="list-style-type: none"> Emergency Response Programme Occupational Health and Safety Management System Health Promotion Programmes Contractor Safety Policy 	<ul style="list-style-type: none"> Maritime Labour Convention (MLC) 2006 International Labour Organisation Convention International Convention for the Safety of Life at Sea (SOLAS) 1974 OCIMF Marine Injury Reporting Guidelines OHSAS 18001 - Occupational Health and Safety International Management Code for the Safe Operation of Ships and Pollution Prevention (ISM Code)
	Employee Relations	<ul style="list-style-type: none"> Labour and Human Rights Policy Non-discrimination Policy Human Capital Development and Training Management 	<ul style="list-style-type: none"> International Labour Organisation Convention Maritime Labour Convention (MLC) 2006 International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW) 1978 Relevant local government regulations where we operate
	Diversity and Inclusion	<ul style="list-style-type: none"> Diversity, Inclusion, Non-Discrimination and Anti-Harassment Policy 	<ul style="list-style-type: none"> Norwegian Public Companies Act

KEY GOVERNANCE DOCUMENTS, STANDARDS AND REFERENCES

	Sustainability Priority	Internal Governance Documents	International Standards and References
GOVERNANCE	Governance and Compliance	<ul style="list-style-type: none"> Code of Ethics and Business Conduct Investor Relations and Shareholder Engagement Policy Shareholder Democracy Policy Insider Trading Policy Conflict of Interest Policy Executive Remuneration Guidelines Audit Committee Guidelines Remuneration Committee Guidelines Nomination Committee Guidelines Authorisation Manual 	<ul style="list-style-type: none"> Bermuda Companies Act Singapore Companies Act Norwegian Public Companies Act Continuing Obligations for Companies Listed on the Oslo Stock Exchange Norwegian Code of Corporate Governance Market Abuse Regulation (MAR) Oslo Bors Code of Practice for Investor Relations
	Operational Excellence and Effective Management	<ul style="list-style-type: none"> Code of Ethics and Business Conduct Supplier Code of Ethics and Business Conduct Procurement Code of Conduct and Ethics Enterprise Risk Management Personal Data Protection and Privacy Policy Information Security Management System Procurement Policy Authorisation Manual 	<ul style="list-style-type: none"> ISO 9001 - Quality Management ISO 31000 - Risk Management Committee of Sponsoring Organisation (COSO) Internal Control
	Anti-Bribery and Anti-Corruption	<ul style="list-style-type: none"> Code of Ethics and Business Conduct Whistleblowing Policy and Management System Anti-Bribery and Anti-Corruption Policy Conflict of Interest Policy 	<ul style="list-style-type: none"> UK Bribery Act
	Economic Performance and Benefits	<ul style="list-style-type: none"> Code of Ethics and Business Conduct Responsible Tax Policy 	<ul style="list-style-type: none"> Continuing Obligations for Companies Listed on the Oslo Stock Exchange International Financial Reporting Standards (IFRS) Oslo Bors Code of Practice for Investor Relations

MEMBERSHIPS OF ASSOCIATION

BW LPG is a member of, or partner with, the following associations and organisations:



GRI CONTENT INDEX

GRI Standard	Disclosure Requirements	Page in the Report	Disclosure Comments
General Disclosures			
Organisational Profile			
102-1	Name of the organisation	Front page	
102-2	Activities, brands, products & services	5, 6	
102-3	Location of headquarters	3	
102-4	Location of operations	3, 8	
102-5	Ownership and legal form	3	
102-6	Markets served	5, 7	
102-7	Scale of the organisation	8, 10, 71, 73, 74	Operations refer to our global offices for onshore operations, and calls at port and vessels owned and operated by BW LPG for our offshore operations
102-8	Information on employees and other workers	3, 71	The data has been compiled from human resource management systems and our third-party service providers. No assumptions have been made. There were no part-time staff in 2020.
102-9	Supply chain	5	
102-10	Significant changes to the organisation and its supply chain		No significant changes reported in 2020
102-11	Precautionary Principle or approach		We do not explicitly refer to the precautionary approach or principle in our risk management framework
102-12	External initiatives	24, 28, 40, 46, 54	
102-13	Membership of associations	78	
Strategy			
102-14	Statement from senior decision maker	1	
Ethics and integrity			
102-16	Values, principles, standards and norms of behaviour	13	

GRI CONTENT INDEX

GRI Standard	Disclosure Requirements	Page in the Report	Disclosure Comments
Governance			
102-18	Governance structure	13, 56	
102-19	Delegating authority	13	
102-20	Executive-level responsibility for economic, environmental, and social topics	15	
102-22	Composition of the highest governance body and its committees	10, 57	Board of Directors, Annual Report page 44
102-24	Nominating and selecting the highest governance body	56	Nomination committee guidelines, page 2
102-26	Role of highest governance body in setting purpose, values and strategy	13	
102-31	Review of economic, environmental, and social topics	13	
Stakeholder Engagement			
102-40	List of stakeholder groups	26	
102-41	Collective bargaining agreements	46	
102-42	Identifying and selecting stakeholders	15	
102-43	Approach to stakeholder engagement	15	
102-44	Key topics and concerns raised	15	
Reporting Practice			
102-45	Entities included in the consolidated financial statements		Listing of companies in the Group, Annual Report page [x] The entity in the United States and the Joint Venture in India has been excluded.
102-46	Defining report content and topic boundaries	3, 15, 16, 17	
102-47	List of material topics	17	
102-48	Restatements of information		No restatements of information

GRI CONTENT INDEX

GRI Standard	Disclosure Requirements	Page in the Report	Disclosure Comments
102-49	Changes in reporting		This inaugural standalone sustainability report includes the first formal materiality assessment conducted, resulting in the initial formal list of material topics and topic boundaries
102-50	Reporting period	3	
102-51	Date of most recent report		Not applicable
102-52	Reporting cycle		Annual
102-53	Contact point for questions regarding the report	3	
102-54	Claims of reporting in accordance with the GRI standards	3	
102-55	GRI content index	79-83	
102-56	External assurance		External assurance has not been obtained for this report
Material Topic Specific Disclosures			
Emissions			
103*	Explanation of the material topic and its Boundary	17, 19, 20, 23-26	
305-1	Direct GHG emissions (Scope 1)	24, 68	Operational control
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	24, 68	
Energy			
103*	Explanation of the material topic and its Boundary	17, 26, 27, 33	
302-1	Energy consumption within the organization	68	
Effluents and Waste			
103*	Explanation of the material topic and its Boundary	17, 30, 31, 33	
306-3	Significant spills	10, 30, 33, 69	
Environmental Compliance			
103*	Explanation of the material topic and its Boundary	17, 24, 26, 28, 30, 31, 51, 59	
307-1	Non-compliance with environmental laws and regulations	30, 31, 33	

* Comprises GRI 103-1, GRI 103-2 and GRI 103-3 (explanation of the material topic and its boundaries, components and evaluation of the management approach)

GRI CONTENT INDEX

GRI Standard	Disclosure Requirements	Page in the Report	Disclosure Comments
Human Capital Management and Employee Relations			
103*	Explanation of the material topic and its Boundary	44, 46, 47, 50, 59, 76	
401-1	New employee hired and employee turnover	71, 72	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	47	Operations refer to our global offices for onshore operations, and calls at port and vessels owned and operated by BW LPG for our offshore operations
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	46, 76	
408-1	Operations and suppliers at significant risk for incidents of child labour	46, 76	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	46, 76	
Training and Development			
103*	Explanation of the material topic and its Boundary	44, 45, 47	
404-2	Programmes for upgrading employee skills and transition assistance programmes	45	
Occupational Health and Safety			
103*	Explanation of the material topic and its Boundary	17, 37, 42, 43, 45, 47, 50, 76	
403-1	OHS Management system	42, 43	
403-3	Occupational health services	42, 47	
403-5	Worker training on OHS	42, 45	
403-6	Promotion of worker health	37, 47	
403-7	Prevention & mitigation of OHS impacts directly linked by business relationships	42	
403-9	Work-related injuries	10, 43, 70	

* Comprises GRI 103-1, GRI 103-2 and GRI 103-3 (explanation of the material topic and its boundaries, components and evaluation of the management approach)

GRI CONTENT INDEX

GRI Standard	Disclosure Requirements	Page in the Report	Disclosure Comments
Diversity and Inclusion			
103*	Explanation of the material topic and its Boundary	49, 51, 56, 57	
405-1	Diversity of governing bodies	10, 49, 71-73	Board of Directors, Annual Report page 44
Community Engagement and Impact			
103*	Explanation of the material topic and its Boundary	39, 40, 44, 46, 47, 50	
413-1	Operations with local community engagement, impact assessments, and development programmes	39	
406-1	Non-discrimination policies	49	
Economic Performance			
103*	Explanation of the material topic and its Boundary	38-41, 64-66, 77	
201-1	Direct economic value generated and distributed		Financial Statements, Annual Report page 65
203-1	Infrastructure investments and services supported	39	The investments were in-kind and commercial
203-2	Significant indirect economic impacts	38, 39	
Anti-Corruption, Anti-Bribery and Anti-Competitive Behaviour			
103*	Explanation of the material topic and its Boundary	17, 62, 63	
205-1	Operations assessed for risks related to corruption	73, 74	Operations refer to our global offices for onshore operations, and calls at port and vessels owned and operated by BW LPG for our offshore operations
205-3	Confirmed incidents of corruption and actions taken	10, 73, 74	
Supply Chain and Supplier Governance			
103*	Explanation of the material topic and its Boundary	52, 54, 55	
308-1	New suppliers that were screened using environmental criteria	54	
414-1	New suppliers that were screened using social criteria	54	
414-2	Negative social impacts in the supply chain and actions taken	54	

* Comprises GRI 103-1, GRI 103-2 and GRI 103-3 (explanation of the material topic and its boundaries, components and evaluation of the management approach)

SASB ALIGNMENT

Topic	Accounting Metric	SASB Code	Page in the Report
Greenhouse Gas Emissions	Gross global Scope 1 emissions	TR-MT-110a.1	not reporting this year
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	TR-MT-110a.2	23, 24
	(1) Total energy consumed	TR-MT-110a.3	68
	(2) percentage heavy fuel oil		not reporting this year
	(3) percentage renewable		68
Average Energy Efficiency Design Index (EEDI) for new ships	TR-MT-110a.4	24, 68	
Air Quality	Air emissions of the following pollutants:	TR-MT-120a.1	24, 68
	(1) NOx (excluding N ₂ O)		
	(2) SOx		
(3) particulate matter (PM10)			
Ecological Impacts	Shipping duration in marine protected areas or areas of protected conservation status	TR-MT-160a.1	69
	Percentage of fleet implementing ballast water	TR-MT-160a.2	69
	(1) exchange		
	(2) treatment		
	Spills and releases to the environment	TR-MT-160a.3	69
(1) Number			
(2) aggregate volume of			
Employee Health and Safety	Lost time incident rate (LTIR)	TR-MT-320a.1	50
Business Ethics	Number of calls at ports in countries that have the 20 lowest rankings in the Transparency International's Corruption Perception Index	TR-MT-510a.1	74
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	TR-MT-510a.2	74
Accident and Safety Management	Number of marine casualties, percentage classified as very serious	TR-MT-540a.1	70
	Number of Conditions of Class or Recommendations	TR-MT-540a.2	70
	Number of port state control	TR-MT-540a.3	70
	(1) deficiencies		
(2) detentions			

SASB ALIGNMENT

Accounting Metric	SASB Code	Page Number
Number of shipboard employees	TR-MT-000.A	71
Total distance travelled by vessels	TR-MT-000.B	9, 69
Operating days	TR-MT-000.C	69
Deadweight tonnage	TR-MT-000.D	9, 69
Number of vessels in total shipping fleet	TR-MT-000.E	9, 69
Number of vessel port calls	TR-MT-000.F	69
Twenty-foot equivalent unit (TEU) capacity	TR-MT-000.G	Not Applicable

GLOSSARY

AER	Annual Efficiency Ratio - measures the ratio of CO ₂ emitted per actual capacity distance (dwt/mm sailed)
CBM	Cubic meter - a unit of volume of a gas vessel's capacity for carrying gas cargoes
Commercial Utilisation	Available days less commercial waiting days, divided by available days
CoA	Contracts of affreightment - under a CoA, the shipowner provides capacity to transport a certain amount of cargo within a specified period from one place to a destination designated by the customer. All of the ship's operating, voyage and capital costs are borne by the shipowner. The freight rate is normally agreed on a per cargo ton basis. The freight rate can be fixed or floating, or a combination of both
COSO	Committee of Sponsoring Organisations – a joint initiative of five private sector organisations that is dedicated to providing thought leadership through the development of frameworks and guidance on enterprise risk management, internal control and fraud deterrence
COVID-19	Coronavirus disease of 2019
EBITDA	Earnings Before Interest, Taxes, Depreciation and Amortisation
ECA	Emission Control Area - sea areas in which stricter controls were established to minimise airborne emissions from ships
EEDI	Energy Efficiency Design Index for new ships - an IMO measure for vessel design efficiency, applicable for vessels built from 2013
EEOI	Energy Efficiency Operation Index - an IMO monitoring tool designed to measure fuel efficiency
EEXI	Energy Efficiency Existing Ship Index – an IMO measure that indicates the energy efficiency of a ship compared to a baseline
ESG	Environment, Social, Governance principles
Flag State	A country's administration offering vessel registration services and responsible for ensuring implementation of international conventions
GHG	Greenhouse Gases
GRI	Global Reporting Initiative - an international standard for sustainability reporting
IMPA	International Marine Purchasing Association – a leading association for marine purchasing and supply professionals
IMO	International Maritime Organisation - a United Nations global standard-setting authority for the safety, security and environmental performance of international shipping
ISM	International Safety Management Code - an international standard for the safe management and operation of ships and for pollution prevention
ISO	International Standards Organisation - standards issued by the International Organisation for Standardisation describing the best way of doing something
LTIF	Lost Time Injury Frequency Rate - a ratio of the number of lost time injuries occurring in a workplace per 1 million hours worked
LPG	Liquefied Petroleum Gas

GLOSSARY

MACN	Maritime Anti-Corruption Network - a global business network working towards the vision of a maritime industry free of corruption
MARPOL	Marine Pollution Regulation - an international Convention for the Prevention of Pollution from Ships designed to prevent pollution from shipping
NM	Nautical miles
OCIMF	Oil Companies International Marine Forum – a voluntary association of oil companies that focus on preventing harm to people and the environment by promoting best practices
OECD	Organisation for Economic Co-operation and Development – an international organisation establishing evidence-based international standards and exploring solutions to environmental, economic and social challenges
OPEX	Operational Expenditure - vessel operating expenses, such as manning, insurance, maintenance and repairs
OSE	Oslo Stock Exchange - Norway's regulated market for securities trading
Paris MOU	Paris Memorandum of Understanding - an official agreement between maritime authorities implementing a harmonised system of Port State Control
Port State Control	Inspection of ships to ensure that the ship and its equipment complies with international conventions
PPE	Personal Protective Equipment - protective clothing, helmet, goggles, or other equipment to protect the wearer from injury or infection
QMS	Quality Management System - a set of policies, processes and procedures for planning and execution in the core business areas of an organisation to provide products and services that meets customers' expectations and improve customer satisfaction
ROE	Return on Equity - a financial performance measurement of the profitability of the company in relation to its equity. It is calculated by dividing net income by shareholders' equity
SASB	Sustainability Accounting Standards Board - sets standards to guide the disclosure of financially material sustainability information
SCEBC	Supplier Code of Ethics and Business Conduct - a set of standards set out by BW LPG which suppliers are required to adhere to
SEEMP	Ship Energy Efficiency Management Plan - a plan to manage ship operations and fleet efficiency performance
TCE	Time Charter Equivalent – gross freight less voyage related costs
TRCF	Total Recordable Case Frequency - the sum of all work-related fatalities and injuries per one million hours worked over the quantity of hours worked
UN SDG	United Nations' Sustainable Development Goals - a blueprint set out by the United Nations to address global challenges including poverty, inequality, climate change, environmental degradation, peace and justice
VLGC	Very Large Gas Carrier - a gas carrier above 70,000 CBM
WLPGA	World LPG Association - an international association representing over 250 companies involved in the LPG value chain
WWF	World Wildlife Fund – a non-governmental organisation focusing on preserving the wilderness and reducing human impact on the environment



SUSTAINABILITY REPORT 2020

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