



Internal Compliance Program (ICP) - Policy Statement

Humanize Logistics (Singapore) Pte Ltd (together with its subsidiaries, branches and representative offices, “Humanize Logistics (Singapore) Pte Ltd”, the “Company” or “we”) strictly observes national and international trade policies and practices. Our commitment to compliance includes Singapore’s national laws, pertinent global trade compliance policies and practices, and relevant foreign countries’ laws and regulations.

Humanize Logistics’ robust compliance program helps us mitigate trade risks, build a positive image as a responsible company, and strengthen global partnerships. It increases our competitiveness in international markets, maximizes our long-term potential and expands our possibilities for global markets as well as our reputation among our peers and customers.

As a growing logistics company in the region, we are committed to employing an Internal Compliance Program (ICP) to fully comply with the Singapore’s Strategic Goods (Control) Act (SGCA). We do this by addressing trade risks, carefully monitoring and regulating employee and partner access to sensitive technologies and data that some individuals or organizations may wish to use for malicious purposes. We are aware of the importance to identify sensitive customers, to distinguish product codes, and to keep abreast of ever-changing compliance standards.

Humanize Logistics verifies that intermediaries, such as customs brokers, freight forwarders, or shippers, represent no potential risks, and will not engage in business with companies or individuals that present any potential security risks. Through your employee induction programs, you will have been trained on the various processes, workflow and escalation procedures set in place; please always query with our compliance team should you ever have any questions at all.

As part of our duty, we at all times maintain a Compliance Committee and a Compliance Office to ensure ongoing, effective implementation of its internal compliance system. The Compliance Office is led by the Chief Compliance Officer (Compliance Officer) who functions also as the Strategic Goods Control Officer (SGCO), and is empowered with authority to veto any and all questionable transfers.



Humanize Logistics has developed and implements standard operating procedures (SOPs) for trade-related regular audits, recordkeeping, employee training, and transaction and order screening. We utilize updated databases and systems as prescribed by the authorities for sensitive products, customers and countries, in order to assist employees

in performing end-user verification and product classification. Our annual internal onsite audits will also aid us to ensure that the best standards are constantly kept up to date.

We employ a reward and penalty system to motivate our team to meet our trade compliance goals. We reward Humanize Logistics (Singapore) Pte Ltd team members who successfully follow our compliance policies and practices and hold legally accountable any employee who violates them.



This commitment to compliance applies to our global organization, including all Humanize Logistics (Singapore) Pte Ltd subsidiaries and offices. The Humanize Logistics (Singapore) Pte Ltd leadership will review this Corporate Trade Compliance Statement annually and revise as required.

We hope that all employees will play a part in our zero-tolerance approach towards compliance in our daily work. The management and compliance team will always be behind you and supporting you in making the right actions and decisions.

Humanize Logistics (Singapore) Pte Ltd

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