

Lovering Foods

Fishing and Supply Vessel Social and Labour Standard Policy

In the interest of enabling Lovering Foods and our suppliers to adopt best labour practice, we have developed a 'Fishing and Supply Vessel Social and Labour Standard Policy'. In signing this policy, the supplier agrees to collaborate with us by following and respecting the contents of the enclosed document, and to appropriately cascade this document within their own supply chain.

Aim: The aim of this code is to promote and maintain fundamental human rights and good working conditions in Lovering Foods' supply chains. Suppliers are expected to work towards meeting the contents of the below document, driving best practice.

Responsible: Lovering Foods' CSR Manager, all seafood suppliers to Lovering Foods.

Scope: All suppliers of wild-caught seafood to Lovering Foods are covered by the scope of this policy.

This standard does not seek to be a replacement for national law, or conventions such as ILO C188. The purpose of this standard is to communicate Lovering Foods intent to improve working conditions and facilitate transparency across the fleets from which it sources. It is the intent of Lovering Foods to carry out third-party verification of social and labour standards on board vessels from which supply is obtained. Audits will take place against relevant third-party standards (i.e. RFVS).

1. Prohibition of forced labour

Suppliers must not use any form of forced, compulsory, or bonded labour within their supply chains. All crew members must be on board of their own volition. Suppliers must ensure that all on board hold the legal right to work, and that appropriate record and copy documents are maintained. Under no circumstances should original identification papers be retained by the employer.

No part of any crew member's salary, benefits, property or documents can be withheld in order to ensure the crew member continues working for the organisation.

Suppliers must ensure that no recruitment fees are borne by any crew member. Suppliers must ensure that crew members are free to terminate their employment, providing reasonable notice is given and disembarkation is legally permitted at the next nominated port visit.

2. Child Labour:

Suppliers must comply with national law or regulation concerning the employment minimum age, i.e. flag or coastal State. If, upon inspection, the supplier finds child labour within its own company or supply chain, the supplier will ensure that the child is not exposed to any risks to their health and safety or mental and emotional development, and should participate in, or contribute to policies and programmes which will allow a transition from labour to education until the child is no longer considered a child.

If a young worker is recruited for work on-board a fishing vessel, an appropriate health and safety risk assessment must be specifically conducted according to their work duties.

Version: 2	Author: Adam Chevreau-Kareliussen	CSR Manager
Issue Date: 03/10/2023	Approved: John Sexton	Managing Director
Doc Ref: Fishing and Supply Vessel Code of Conduct	Page 1 of 3	Next Review: 06.2024

Lovering Foods

3. Freedom of Association & Right to Collective Bargaining

Crew members will have the right to join or form a trade union of their own choice and be permitted to bargain collectively. We encourage employers to adopt an open attitude towards trade union activities and ensure that representatives do not suffer any form of discrimination.

4. Wages, benefits and employment contracts

All crew must hold legal contracts, entered into freely. Prior to entering employment, information on remuneration will be provided to workers in a written and understandable format alongside all other employment conditions. A copy of all employment documents, in a language understandable to the crew member, must be retained by the crew member themselves.

Accurate records of all crew must be confidentially maintained, including a copy of their medical certificate and appropriate emergency contact details.

All crew members must receive appropriate remuneration, to meet the minimum wage of the vessel's flag State, where available.

Suppliers will not deduct wages as a disciplinary measure or hold an employee in any form of debt. No deductions may be taken from crew members wages for any reason, including for food, accommodation, PPE or to cover medical expenses arising from injury or illness on board.

Employees will not receive wages in the form of gifts or pay that has not been declared, and will be paid at a minimum of either national legal standards or industry standards, whichever is higher, to meet basic needs and provide discretionary income. Overtime should be paid in accordance with national legislation.

5. Working Hours

An accurate record of all crew working hours and rest periods for each fishing trip must be maintained on board. Wages must meet the terms set out within the crew member's contract.

Working hours must comply with those set out in national law, and as agreed in the crew member's contract.

Appropriate rest on-board must be provided to crew members, whilst allowing for ongoing vessel safety.

6. Health and Safety

Suppliers must ensure that all vessels are operating under safe and hygienic conditions, ensuring that vessels are sea-worthy.

Lifesaving equipment must be on board the vessel, in working order and appropriate to the number of crew aboard the vessel. All personal protective equipment (PPE) must be provided by the vessel owner at no cost to the crew member.

Version: 2	Author: Adam Chevreau-Kareliussen	CSR Manager
Issue Date: 03/10/2023	Approved: John Sexton	Managing Director
Doc Ref: Fishing and Supply Vessel Code of Conduct	Page 2 of 3	Next Review: 06.2024

Loving Foods

At minimum, all crew members should be provided with training on; essential first aid, sea survival, firefighting and prevention, and basic health and safety procedures pertaining to the vessel. All training must be conducted in a language understandable to the crew.

In terms of facilities, clean toilets and potable water will be provided along with clean and hygienic facilities for food storage, if applicable. Adequate food stores must be maintained, according to trip length.

If accommodation is offered, it will be clean, safe and meet basic worker needs (at a minimum).

7. Discrimination, harassment and abuse;

Harsh or inhumane treatment is unacceptable; there will be no form of intimidation, harassment or abuse, mental or physical.

Regardless of race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation, crew members must have access to equal opportunities and will not suffer from unfair treatment based on these factors.

All disciplinary measures must be recorded and documented.

8. Grievance mechanisms.

A grievance system must in place to allow crew members access to fair and confidential process in the event of a grievance being raised. This procedure must protect workers from potential reprisal arising from raising a grievance.

Version: 2	Author: Adam Chevreau-Kareliussen	CSR Manager
Issue Date: 03/10/2023	Approved: John Sexton	Managing Director
Doc Ref: Fishing and Supply Vessel Code of Conduct	Page 3 of 3	Next Review: 06.2024