



Fishing and Supply Vessel Social and Labour Standard Policy

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This policy is applicable to all suppliers of wild-caught seafood to Kingfisher Foods.

This code mandates fundamental human rights and good working conditions in Kingfisher Foods' supply chains. Suppliers of wild-caught seafood are expected to work towards meeting the contents of the below document, driving best practice.

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 fishing vessels 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, including passports, be retained by the employer.

No part of any crew member's salary, benefits, property, or documents should 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 – i.e. vessel flag or coastal State – law or regulation concerning the employment minimum age./ If a supplier identifies child labour within its operations or supply chain, it must ensure the child is protected from any risks to their health, safety, or mental and emotional development. In this case, the supplier must also support or participate in programmes that help the child transition from work to education, continuing until the individual is no longer classified as 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.

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, that have been entered into freely. Prior to entering employment, information on remuneration must be provided to workers in a written and understandable format alongside all other terms of employment. 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.

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; no form of intimidation, harassment, or abuse, mental or physical will be permitted.

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 retribution or discrimination that may occur from raising a grievance.



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