**TEMPLATE POLICIES**

**GRIEVANCE AND REMEDIATION POLICY STATEMENT**

**Commitment to Dialogue and Protection**

Our Company is committed to providing operational communication channels for all stakeholders, especially for vulnerable workers, including migrant workers, women for them to inform us of their suggestions, concerns, complaints, and grievances that impact our policies on upholding the four pillars of decent work which are: respect for fundamental principles and rights at work (ILO Core Labour Standards); creation of productive employment and income opportunities for women and men; provision of social protection; and promotion of social dialogue.

Our Company considers feedback from the workplace as valuable means for us to determine how we are living up to our responsibilities to protect our workers, prevent illegal or unethical behavior, and mitigate impacts – whether directly from within our Company or indirectly from other links in our supply chain – from harming our workers, physically or mentally, through abuse or exploitation or unsafe working conditions or any other situations that violate their rights, freedom, security and human dignity. Our Company will prioritize prevention and mitigation strategies for incidents and situations that impact our workers’ rights to life, liberty and security of persons; freedom from slavery and servitude; freedom from torture.

Our Company views social dialogue and social protection as necessary components in creating economic incentives that promote social goals for our Company and the seafood sector as a whole. We recognize that weak systems for resolving workplace issues could lead to increase in abuses that if left unchecked, will lead to problems for entire industries and in some cases, entire nations. Hence, we are prepared to invest in systems that build morale, trust and skills for long-term productivity, safer jobs in a more secure work environment; and gender equality for a more efficient workforce.

**Zero Tolerance Areas**

Our Company fully commits to ethical principles that respect human rights and enable all persons, including women and girls, to achieve their full potential and ensure their well-being in a protective and supportive environment. Therefore, we have zero-tolerance against all forms, manifestations, indications and evidence of inhumane treatment related to human trafficking; forced, bonded, slave, indentured and involuntary compulsory labor; child labor; discrimination on the basis of gender, race, religion, sexual orientation, disability, including sexual harassment; the right to freedom or association and collective bargaining as well as any practices that could compromise the lives, health, safety and dignity of job-seekers and workers. Our Company consider such acts as non-negotiable, unethical and illegal; so will take action against perpetrators, knowing that such acts harm or places in harm’s way, all persons, especially vulnerable stakeholders, particularly women and girls, by creating debt burdens, or leading to loss of life, loss of freedom, involuntary servitude, physical and psychological risks that could cause temporary or permanent damage or injury to their lives, property, well-being or workers as well as their opportunities and abilities for decent work and income.

 **Applicability and Scope**

Our Company considers good grievance mechanisms as tools for improving working conditions and protecting worker rights. We will act promptly to address problems, concerns and issues brought to our attention as they potentially could damage and disrupt or harm our operations, our reputation, our workers, our customers and other business partners. Therefore, we will encourage our internal stakeholders – top management, staff, middle manager, workers – to actively participate in developing grievance mechanisms and remediation strategies that can improve relations among workers, supervisors and management through cooperative methods of preventing or resolving conflict.

At the same time, our Company expects cooperation and participation from individuals or organizations we do business with or contract, especially labor recruiters and recruitment agencies, to maintain transparency and accountability in their operations as well as demonstrate commitment to encouraging dialogue with and protection of workers along the lines of this Policy. We reserve the right NOT to do business with individuals or organizations which have been suspected, implicated and charged or proven beyond doubt to have violated fundamental human rights and rights of workers that we consider zero-tolerance areas, including denying workers the right to file a grievance and receive remediation, in its operations or supply chain. Specifically, we will NOT purchase material or services from suppliers, subcontractors, service providers, brokers, agents, including recruiters, that can be verified to be/ have been involved with the above-mentioned unethical and illegal acts. Our Company will NOT use forced labor as punishment or disciplinary measure for workers expressing their views or associating with other workers or reporting violations to this Policy; nor as a means of gender, racial, religious or other discrimination.

**Responsibilities to Comply and Address Potential Inequalities**

In recognition of the vulnerability of certain groups of stakeholders, such as migrant workers, women and their children, pregnant women, disabled persons, our Company is committed to giving special consideration and providing resources in line with our Company values and within our Company’s capabilities. Compliance to this Policy will be guided by Policy Implementation Procedures that raise awareness, increase prevention, enable recognition and confidential reporting, provide grievance channels and remediation options, monitor and verify that all of these strategies are systematically addressing potential inequalities as well as facilitating efforts to implement decent work principles.

Please be informed that this policy takes effect from the date of signing.

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Managing Director

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_