**TEMPLATE POLICIES**

**DECENT WORKING CONDITIONS POLICY STATEMENT**

**Commitment to Decent Work Principles**

Our Company is committed to upholding the four pillars of decent work which are:

1. Respect for fundamental principles and rights at work
2. Creation of productive employment and income opportunities for women and men
3. Provision of social protection
4. Promotion of social dialogue

Since decent work depends on work being carried out under conditions of freedom, equality, security and human dignity, our Company is committed to implementing this Policy to achieve those elements in our workplace and business environment; and eventually, our supply chain.

Moreover, our Company recognizes that to eliminate worker abuse and exploitation, working conditions must be supported by the implementation of a Responsible Recruitment Policy.

Intense global competition tends to pressure working conditions and labor standards on a downward spiral, resulting in risks of less secure recruitment and employment arrangements, especially for migrant labor from poorer countries, who are more vulnerable and have weak bargaining power. However, our Company recognizes that this is not a situation conducive for recruitment of a dedicated workforce that is central to increased productivity.

Fortunately, Thailand has made progress in strengthening national labor laws and regulations, as well as fishery laws and regulations, which provide the seafood sector with a framework for compliance to the ILO Core Labor Standards. Therefore, our Company will ensure that Thai national labor laws, and related fishery laws, are followed, for both Thai and migrant workers, when setting policy implementation strategies and targets as well as day-to-day operational procedures.

Our Company views social protection and social dialogue as necessary components in creating economic incentives that promote social goals for our Company and the seafood sector as a whole.

We are prepared to invest in building skills for longer term capabilities, safer jobs for a more secure work environment and gender equality for a more efficient workforce.

**Zero Tolerance Areas**

Our Company recognizes the importance of commitment 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 take a strong stand 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 considers 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, loss of freedom, involuntary servitude, physical and psychological risks that could cause temporary or permanent damage or injury to their lives, property or well-being as well as their opportunities and abilities for decent work and income.

**Applicability and Scope**

Our Company and all our employees will NOT engage in, encourage, support or excuse – directly or indirectly any violations of the fundamental human rights and rights of workers as defined in the above-mentioned four core international ILO Labor Standards (based on eight core ILO conventions) 160 and defined in our other Company Policies for each of those core labor rights.

At the same time, our Company is committed to NOT doing business with any individual or organization, especially labor recruiters and recruitment agencies, which have been implicated or suspected or charged and proven beyond doubt to have violated fundamental human rights and rights of workers especially involvement in human trafficking, the use of child labor; forced, bonded, slave, indentured, involuntary compulsory labor; sexual harassment or exploitation; in its operations or supply chain. Specifically, we will NOT purchase material or services from suppliers, subcontractors, service providers, brokers, agents, including recruiters, that may 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.

Our Company expects all internal stakeholders- owners, shareholders, managers and employees- to abide by the strictest standards of NOT engaging in and NOT supporting any violation of this Policy at all times, at work and in their personal lives. Similarly, our Company expects all external stakeholders- suppliers, subcontractors, brokers, agents, especially recruitment agencies; institutional or community enterprises - to comply with our Company’s policy and position on decent work. Our Company expects all of our stakeholders to maintain high standards of transparency and accountability in their actions.

**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

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