**TEMPLATE POLICIES**

**NO CHILD LABOR POLICY STATEMENT**

**Zero-tolerance Commitment**

Our Company has a zero-tolerance policy regarding all forms of child labor, which is “work that is inappropriate for a child’s age, affects a child’s education, and/or is likely to harm a child’s health, safety or morals”. We recognize that the ILO Conventions strictly prohibit recruiting for work or compelling work from children, defined to be below 15 years of age; and that the minimum age for any type of work that is hazardous to a child’s health, safety and morals is 18 years of age.

We affirm our strict zero-tolerance policy to extend to the worst forms of child labor, including all forms of slavery or practices similar to slavery, such as sale and trafficking of children; debt bondage, serfdom, forced or compulsory labor, including recruitment into armed conflict ; the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances; the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs.

We understand that the ILO Conventions, allow national governments to authorize work from the age of 16 years if the health, safety and morals of the young persons concerned are fully protected and they are given adequate specific training. These “young workers” may exist legally elsewhere, but for the seafood sector, we shall comply with Thai Labor Laws which prohibit hiring workers below the age of 18 years.

Our Company recognizes the importance of a strong commitment to respect human rights, especially the rights of children, particularly of women and girls, to have access to education, dignity, full physical and mental development, with their well-being assured in a protective and supportive environment. We are aware that child labor perpetuates a cycle of poverty, in rural and urban areas, by forcing children to unsuitable jobs and hours, depriving them of opportunities to attend school and develop skills, which can interfere with their ability to access decent and productive employment opportunities later in life.

The harm to children unavoidably impacts their families, communities and the industry sectors where a motivated and skilled workforce is needed. Therefore, we choose to take a strong stand against all forms of child labor knowing that such acts harm or places in harm’s way, all persons, especially vulnerable stakeholders, particularly women and girls, by depriving them of their rights to education, life skills, security and protection, that could allow them to develop their full potential as adults and enable them to access decent work opportunities and income later in life. Moreover, we shall not tolerate child labor, creating a cycle of poverty which leads to debt burdens, loss of freedom, involuntary servitude, forced labor, physical and psychological abuse that that could cause temporary or permanent damage or injury to the lives and well-being of children, their families and their communities.

**Applicability and Scope**

Our Company and all our employees will NOT: engage in any form of child labor, including the worst forms of child labor described above; nor support or encourage such acts, directly or indirectly.

Our Company is committed to NOT doing business with any organization which has been implicated or suspected and charged or proven beyond doubt to use/have used child labor; forced, bonded or slave labor of children; trafficking or procuring of children into unethical and illegal practices; in its operations, affiliates or supply chain. Specifically, we will NOT purchase material or services from suppliers, subcontractors, service providers, brokers, agents, recruiters, recruitment agencies that may be/have been involved with child labor and the worst forms of child labor described above, directly or indirectly. Our Company will NOT use forced labor, violence, threats, physical/psychological abuse as punishment or disciplinary measure for workers reporting incidents of child labor, or expressing their views, or associating with other workers; nor as a means of racial, gender, religious and 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 Child Labor. 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; and for child labor, in particular, women and girls, 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 effectively identify, reduce, prevent and eliminate child labor.

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

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Managing Director

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